

Dr. Naveed Iqbal Chaudhry

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Brief Profile

I am working as Assistant Professor and Head at the Department of Business Administration, University of the Punjab Gujranwala Campus. Prior to joining Punjab University, I was working as a Senior Lecturer at the Lord Ashcroft International Business School, Anglia Ruskin University Cambridge, UK. I achieved PhD Management from the University of Bedfordshire, UK. My main research interest lies in the area of Human Resource Accounting. I have been teaching Entrepreneurship, Operations Management, Accounting and Human Resource Management related courses since July 2004. I have presented my research work in several international conferences in the UK, Italy, Turkey, Malaysia and UAE. I have also participated as a session chair and keynote guest speaker in national and international conferences. I have been honoured with the best research paper award at the 1st SMEs Conference arranged by SMEDA and HEC in June 2016 at Pearl Continental Hotel, Lahore. I have a list of research publications in Thomson Reuters JCR, Scopus, Emerald, and HEC 'X & Y' indexed journals. I am a member of external examiners board for M.Phil. or equivalent degrees for the students of commerce and management sciences at the University of the Punjab Lahore, IB&M UET Lahore, University of Gujarat, COMSATS Islamabad and Govt. College University Lahore. I am a member of external examiners committee for M.Phil. and PhD candidates at the department of Accounting and Corporate Governance, Macquarie University Australia, since June 2015. I am an approved HEC supervisor in the area of Management Science. I am Chairman Career Counselling & Placement Cell and he is Chairman of Event Management Society of Gujranwala Campus as well. I am also a member of European Accounting Association (EAA), British Accounting and Finance Association (BAFA) and Higher Education Academy (HEA) the UK. Recently, I have been awarded with a post-doc scholarship by PHEC for fellowship at the Copenhagen Business School Denmark.

Qualifications

➤ **PhD Management Science (2010-2013)**

Title of Thesis: A Framework for Assessing the Impact of Investment in Human Capital Development on Organisational Performance, From Business and Management Research Institute (BMRI), 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

Area of Interest for Teaching and Research

- Advance Research Methods
- PhD/ M.Phil Dissertation Writing
- Entrepreneurship
- Financial Accounting
- Advance Academic Writing
- Seminar in Research
- Organizational Behavior
- Human Resource Management

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 under graduate 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 Departmental Doctoral Program Committee PUGC
- 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.
- External Examiner for M.Phil and PhD at the department of Accounting and Corporate Governance Macquarie University Sydney Australia, since June 2015. I had examined their 1 PhD thesis and 3 MPhil theses.

Other Memberships

- Chairman, Research Society PUGC
- In-charge Research Supervision Program at the Department of Business Administration, PUGC
- Member Admission Entrance Test Committee, PUGC
- Member of Purchase Committee and Disciplinary Committee, PUGC
- Chairman, Career Counselling and Placement Cell, PUGC
- Chairman, Business Incubation Club 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.

Research Publications

Year 2019

- Factors Affecting Employee Retention in Banking Sector of Pakistan, Pakistan Business Review (PBR), Vol. 21 issue No. 3 and will be online in October 2019. paper accepted 04-12-2017 **(Recognized “X” Category by HEC).**

Year 2018

- Impact of Knowledge Sharing on Organizational Performance: Evidence from Pakistan, ILMA Journal of Business Studies-JBS Volume 14, Issue 1, June 2018 **(Recognized “Y” Category by HEC).**
- Analyzing the Interaction among Factors Hindering the Growth of SMEs: Evidence from Cutlery Sector of Pakistan, Abasyn Journal of Social Sciences, Vol. 11, Issue (1), June 2018, Page 21-36. **(Recognized “X” Category by HEC).**
- Impact of TQM on Organizational Performance: The mediating role of business innovativeness and learning capability, Journal of Quality & Technology Management, (JQTM) has been accepted for publication in Volume XIV; Issue I, June 2018, **(Recognized “X” Category by HEC).**
- Integrating Customer Relationship Management with Big Data Analytics in Retail Stores: A Case of Hyper-star and Metro, Journal of Business strategies, Volume 11, Issue 2, Dec 2017, **(Recognized “Z” Category by HEC).**
- Barriers to Financial Product Innovation in Islamic Banks in Pakistan: An Interpretive Structural Modelling Approach, Journal of Islamic Accounting and Business Research, **Paper Accepted**
- Principal-principal agency conflict and information quality in China: the governance role of audit quality and analyst following, Journal of Financial Reporting and Accounting, **Paper Accepted**

Year 2017

- Impact of Corruption on the Soundness of Islamic Banks in Pakistan, Abasyn Journal of Social Sciences – Special Issue: AIC 2016, June 2017, Pages 391-401 **(Recognized “X” Category by HEC)**
- Relationship between Channel Conflict and Stock Outs at Retail/Distribution Points, Abasyn Journal of Social Sciences – Special Issue: AIC 2016, June 2017, Pages 604-612 **(Recognized “X” Category by HEC)**

- Identifying Key Barriers to Customer Retention in Banking Sector of Pakistan, ILMA Journal of Business Studies-JBS Volume 13, Issue 1, June 2017 **(Recognized “Y” Category by HEC)**.
- The Mediating Role of Workplace Interpersonal Mistreatment: An Empirical Investigation of Banking Sector of Pakistan, ILMA Journal of Business Studies-JBS Volume 13, Issue 1, June 2017 **(Recognized “Y” Category by HEC)**.
- Fostering Knowledge Management with Organizations' Operational and Financial Performance - The Mediating Role of Innovation, European Journal of Business and Innovation Research 5 (3), 9-25, May 2017.
- Impact of Working Environment and Training & Development on Organization Performance Through Mediating Role of Employee Engagement and Job Satisfaction, European Journal of Training and Development Studies, Volume 4, Issue 2, May 2017.

Year 2016

- Assessing the Role of Emotional Stability and Employee Motivation in Declined Job Performance: Role of Job Stress in Health Care Sector, The Shield-International Journal of Physical Education & Sports Science, Volume XI; Issue I, Dec 2016. **(Recognized “X” Category by HEC)**.
- The Mediating Role of Green Intellectual Capital Management on Environmental Consciousness, Competitive Advantage and Financial Performance of the Firm: An evidence from manufacturing companies of Pakistan, Journal of Quality & Technology Management (JQTM) Volume XII; Issue II, Dec 2016. **(Recognized “X” Category by HEC)**
- Do Islamic HRM Practices Influence Employee Outcomes: Mediating Role of Employee Engagement, International Research Journal of Arts & Humanities (IRJAH), Vol. 44, December 2016, Pages 85-100. **(Recognized “Z” Category by HEC)**
- Impact of Market Orientation on the Performance of Private Universities in Pakistan, International Research Journal of Arts & Humanities (IRJAH), Vol. 44, December 2016, Pages 21-32. **(Recognized “Z” Category by HEC)**
- Role of Appraisal Politics and Impression Management in Turnover of Dis-Satisfied Employees: Empirical Evidence from the Public Sector of Pakistan, Journal of Quality and Technology Management (JQTM), Vol. 12, June 2016, Pages 91 – 119. **(Recognized “X” Category by HEC)**
- Influencing the Attitude towards SMS Advertisement: An Empirical Study in Pakistan: Pakistan Business Review, Vol. 12, October 2016, Pages 675-69. **(Recognized “X” Category by HEC)**.
- Antecedent’s of Female Learner Satisfaction Regarding E-Learning in the Pakistani Institutes, The Women-Annual Research Journal of Gender Studies, Vol. 8, November 2016, Pages 155-178. **(Recognized “Z” Category by HEC)**

- The destruction of gross domestic product and foreign direct investment in Pakistan: a case of economic downfall, Academic Research International, Volume 7, issue (2), Pages 308-322. June 2016. **(Recognized by HEC)**.

Year 2015

- Impact of Downsizing on Employee Commitment and turnover intentions in Public and Private Sector: Moderating Role of Social Support, Journal of Independent Studies and Research-Management, Social Sciences and Economics (JISR-MSSE) (2015), Vol.3, No.2, pages 35-47 **(Recognized “Y” Category by HEC)**
- Assessing the Role of Private Investment and Globalization in Economic Growth of Pakistan: A Foreign Direct Investment Perspective, The Journal of Commerce, (2015) Vol.4, No.7, pages 20 (Recognized by HEC)
- Impact of Capital Structuring on the Financial Risk: A Study on the Listed Companies in Pakistan, Bi-Annual Research Journal “BALOCHISTAN REVIEW” VOL. XXXIII NO. 2, 2015 **(Recognized “Z” Category by HEC)**
- Consequences of Discretionary and Non-Discretionary HR Practices on the Banking Sector of Pakistan, Grassroots, (2015), Vol. 49, No 2, Pages 89-99. **(Recognized “Z” Category by HEC)**

Year 2014

- Determinants of corporate hedging policies and derivatives usage in risk management practices of non-financial firms, Wulfenia Journal, Vol. 21 Issue:7, (2014). **(Recognized “W” Category by HEC)**

Year 2013

- Empirical Relationship between Foreign Direct Investment & Economic Growth: An ARDL Co-integration Approach for China, China Finance Review International, Vol. 3 Issue: 1, pp.26 – 41 (2013). **(Recognized “W” Category by HEC, included in JCR)**

Year 2012

- Mediation effects of Political Skills Dimensions on Employee Performance, International Journal of Business and Management Vol. 7, No. 9, 2012. **(Recognized “Y” Category by HEC)**.

Year 2011

- Antecedents and consequences of subjective disconfirmation in e-service, African Journal of Business Management Vol.5 (10), pp. 3902-3912, May 2011. **(Recognized “W” Category by HEC, impact factor collapsed in 2012)**
- 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. **(Recognized “Y” Category by HEC)**

Year 2010

- 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 Issue: 3, November 2010. **(Recognized “W” Category by HEC, IF 0.570)**
- 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. **(Recognized “Y” Category by HEC)**
- 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. **(Recognized “Y” Category by HEC)**

Conference Contributions

- Business Angels and Investment Rejection Reasons: A Qualitative Study by Using Exploratory Sequential Mixed Method, Presented at 6th International Conference on Sustainable Business & Innovations: Challenges & Opportunities in Developing Economies held on December 21-22, 2017 at Greenwich University, Karachi, Pakistan.
- Unethical and Fraudulent Financial Reporting Intentions among Future Accounting Professionals: Applying the Extended Theory of Planned Behaviour, Paper presented at FOURA 2017 Asian Academic Accounting Association Conference held at Riverside Majestic Kuching Malaysia, November 2016.
- Analysing the Interaction among Factors Hindering the Growth of SMEs: Evidence from Cutlery Sector of Pakistan, Paper presented at the First SME’s conference, May 2016, Pearl Continental Hotel Lahore Pakistan **(Declared as the best paper)**.
- 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 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.
- 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.

Conference Participations as a Session Chair and Key Note Speaker

- I have participated as a member of Discussant and Session Chair Accounting and Finance in International Conference on Management & Commerce-ICMC 2018, arranged by University of Gujarat and was held on April 04-05, 2018.
- I have participated as a member of Scientific Committee and Key Note speaker in international conference on Economics, Finance and Management ICEFM arranged by Istanbul Gelisim University Turkey in cooperation with the University of the West of England UK. The conference was held on April 13-15, 2017 and I have to deliver a talk of thirty minute on my area of research titled as “Human Resource Accounting: Emerging Issues”.
- I have participated as a session chair in International Conference on Management, Business & Technology (ICMBT) arranged by Institute of Business and Management, UET Lahore, held on March 13-15, 2017.
- I have participated as a session chair in FOURA 2017 Asian Academic Accounting Association Conference in cooperation with Utara University Malaysia held at Riverside Majestic Kuching Malaysia, November 2016.
- I have participated as a session chair in Multi-Disciplinary Research Conference (MDRC) arranged by University of Sargodha, Mandi Bahauddin Campus, held on September 2015
- I have participated as a Chair in the 1st Research Symposium (Feb 2015) held at the Department of Management Sciences University of Gujarat, Gujarat

Book Contribution

- Income Tax Law
- Sales Tax Law

Thesis Supervision

Sr. No.	Student's Name	Thesis Title	Year

1.	MCH12029, Faqeer Abbas	Unethical and Fraudulent Financial Reporting Intentions Among Future Accounting Professionals.	2014
2.	MCH12030, Muhammad Asif	The Impact of Micro and Macro Environment on the Profitability of Commercial Banks in Pakistan.	2014
3.	MBH11007, Afifa Zafar	Impact of capital structure on firms' financial risk.	2014
4.	MBH 13014, Asma Bashir	Impact of environmental consciousness on competitive advantage and financial performance of the firm: The mediating role of green intellectual capital management.	2015
5.	MBH 13021, Nazia Butt	Impact of supply chain management practices on organizational performance & competitive Advantage: the moderating role of organization size.	2015
6.	MBH13031, Noman Nazir	Fostering knowledge management with organizations operational and financial performance the mediating role of innovativeness.	2015
7.	MBH 13001, Mehvish Gafoor	Evaluating impact of word-of- Mouth communication on Investor's behavioral intention: An empirical evidence from Pakistan's Stock market.	2015
8.	MBH13009, Sidra Munawar	Antecedents of non- economic investment goals: an empirical study.	2015
9.	MBH13029, M.Moshin Azam	The mediating effects of trusts in Transformational leading ships Dual processes in Pakistan	2015
10.	MBH 13017, Hira Liaqaut	Investigating internationalization barriers to SMES. Evidence from cutlery sector of Pakistan	2015
11.	MBH13051, Muhammad Athar Ali	The mediating role of business innovativeness and learning capability between total quality management and operational and financial performance.	2015
12.	MBH13066, Madiha Aslam	Factors affecting the employee retention in banking sector of Pakistan.	2015
13.	MBH 13030, Faizan Murtaza	Role of acculturation and ethnic identification on immigrant's consumer loyalty in Pakistan.	2015
14.	MBH 13015, Haleema Farooq	Analyzing the interaction among factor hindering the growth of SEMES. Evidence from cutlery sector of Pakistan.	2015
15.	MBH13003, Muhammad Noman Babar	Impact of ethnocentrism efficacy and religious animosity on brand loyalty brand image and products judgment in the mediating role of religiously motivated boycotts.	2015
16.	MBH13020, Najaf Khalid	Citizen's attitude towards Smartphone purchasing. Behavior a comparison of publication and private sector.	2015
17.	MBH 13008, Muhammad Atif	Impact of knowledge sharing on organization performance: The mediating role of innovation capability	2015

18.	MBH13044, Asad Munir Butt	The mediating role of work place interpersonal mistreatment: An empirical investigation of banking sector of Pakistan.	2015
19.	MBH13026, Zain Rasool	Mediating role of job burnout an empirical examination in higher education sector of Punjab Pakistan.	2015
20.	MBH 13070, Zunaira Akbar	Green organizational identity: Antecedents and consequences, an empirical study.	2015
21.	MBH 13027, Hafiza Aleezah Amin	Impact of mentoring on employee's intention to use ERP systems an extension to UTAUT	2015
22.	MBH14005, Abdul Rehman khan	Impact of Corporate Social Responsibility and Customer Pressure with Firm's Financial Performance Through Environmental Supplier Development	2016
23.	MBH14050, Sidra Munawar	The Crucial Role of Financial Literacy & Financial Wellbeing in Economic Empowerment of Pakistani Working Women	2016
24.	MBH 14031, Saba Saleem	Impact of Performance Enhancing Practices and Empowerment on Teachers' Turnover Intention in Mediating Role of Commitment	2016
25.	MBH 14006, Zakia Ghani	Impact of Employee Engagement and Satisfaction on Organization Performance Evidence: Banking Sector of Pakistan	2016
26.	MBH 14008, Noreena Razzaq	Impact of Psychological Empowerment, Job Performance and Organizational Citizenship Behaviour on Turnover Intention in Higher Education Sector	2016
27.	MBH14031, Ramaisa Aqdas	Linking Performance Practices and Empowerment with Teachers turnover intentions through Commitment	2016
28.	MBH 14019, Haider ali Fiaz	Analysing the Influence of Perceived CSR On Brand Equity in Mediating Role of Brand Advocacy: A Case Of Industrial Buyers Perception Towards Their Suppliers	2016
29.	MBH14009, Nosheen Zahra	Mediating Role of Job Burnout Among Its Antecedents & Consequences; An Evidence from Education Sector of Punjab, Pakistan	2016
30.	MBH 14036, Amna Ruzeen Arshad	Impact of Abusive Supervision on Individual Performance and OCB Through the Mediation Effect of Self Efficacy and Social Identification	2016
31.	MBH15003, Madiha Javed	Impact of Financial Innovation on Financial Performance of Commercial Banks in Pakistan	2017
32.	MBH15001, Sidra Dar	Barriers to Financial Product Innovation in Islamic Banks of Pakistan	2017
33.	MBH15037, Fazeyha Zirwa	Impact of Workplace Incivility, Organisational Justice and Job Burnout on Teachers' Dysfunctional Turnover Intentions	2017

34.	MBH15006, Hafiza Shaistah Tanveer	Effect of Intellectual Capital and Social Capital on Competitive Advantage via Mediating effect of Organization Learning and Moderating Effect of Organization Culture	2017
35.	MBH14038, Asad Rafique	An Investigation of Salespeople's Entrepreneurial Behaviour and Customer-Salespeople Relationships	2017
36.	MBH15004, Afaira Khalid	A study of influence of modified value added Intellectual Coefficient (MVAIC) on firm's market value and Financial Performance, Evidence from the Cement sector in Pakistan	2017
37.	MBH15032, Haroon Iqbal	Impact of Digital Mobile Advertising on Customers' Purchase Intention; Mediating Role of Customer Motivation and Customer Perception	2017
38.	MBH 16024, Sumavia Asif	Impact of financial programs on risk taking behavior: role of financial self-efficacy and financial literacy	2018
39.	MBH 15024, Shumial Iqbal	A Comparative Evaluation Performance between Commercial Bank and Islamic Bank in Pakistan using CAMEL Model: " An Explanatory Study"	2018
40.	MBH 16003, Hafiza Naila Rafique	Moral Values and Issues in IFRS9: Implication in Considering Sharia Accounting Needs for Measuring Islamic Financial Instruments	2018
41.	MBH 16026, Safina Mukhtar	Impact of CPEC on Investor's Perception: A case of KSE 100 index companies	2018
42.	MBH 16001, Faiza Jamil	Curing the Deprived Sectors: As Exploratory Study on the Impact of Conditional cash transfers on Youth's Education through social investments	2018
43.	MBH 16035, Khadija Asif	Assessing the Role of Loneliness and Online Anonymity in Generating Cyber Victimization in Pakistan: Mediation Role of well-Being	2018
44.	MBH 16029, Iram Shahzadi	Business Angels and Investment Rejection Reasons: A Qualitative Study by Using Exploratory Sequential Mixed Method	2018
45.	MBH 16002, Fareeha Khan	Mediating Impact of Brand Love on Brand Attributes and perceived customer value: An Explanatory study of signaling theory	2018

- i. **MPhil/Equivalent produced to date: 45**
- ii. **MPhil/Equivalent students currently under supervision: 08**
- iii. **PhD students currently under supervision: 3**

Hobbies

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

References

- **Prof. Dr. Nasira Jabeen**
Dean, Faculty of Economics and Management Sciences
Director, Institute of Management Science
University of the Punjab Lahore, Pakistan
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- **Prof. Dr. Hassan Mobeen Alam**
Dean, Faculty of Economics and Management Sciences
Principal, Hailey College of Commerce
University of the Punjab Lahore, Pakistan
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