

Curriculum Vitae

PERSONAL INFORMATION:

Dr. Kanwal Iqbal Khan

Scopus Author ID: 54395558800

Mailing Address: Institute of Business & Management, University of Engineering & Technology, Lahore, Pakistan

Email: kanwal.khan@uet.edu.pk, drkanwaliqbalkhan@gmail.com

EDUCATION

2012-2016

Ph.D. in Business Administration (Finance)

National College of Business Administration & Economics (NCBA&E),
Lahore, Pakistan

2009– 2012

Master of Philosophy in Finance

University of Central Punjab, Lahore

2006-2008

Masters in Economics (M.A)

University of Punjab, Lahore, Pakistan

HONOURS AND AWARDS AND DISTINCTIONS:

- 2020** **Significant Contribution in Research Award** in *Recognition of Achievements and Contributions to Business & Management Research* from School of Business Administration, National College of Business Administration & Economics, Lahore, **Pakistan** on 7th February 2020.
- 2019** **Best Research Paper Award** at the *International Conference on Banking, Insurance & Business Management*, Hailey College of Banking & Finance, Lahore, **Pakistan** on 13th December 2019.
- 2019** Selected as **HEC Approved Supervisor** from 2nd January 2019 till today.
- 2018** **Got 3rd and 5th Position in Poster Competition** at the *1st International Conference on Social Sciences & Humanities*, Kinnaird College for Women University, Lahore, **Pakistan** on 27th April 2018.
- 2016** **Best Research Paper Award** at the *International Conference on Business, Economics & Education Management*, Sukkur Institute of Business Administration, Sukkur, **Pakistan** on 16th December 2016.
- 2016** **Best Presenter Award** at the *International Conference on Science, Engineering, Management and Social Sciences*, Johor Bahru, **Malaysia** on 7th October 2016.

7th February 2020.

- 2006-16** Received **Appreciation and Commendation Letters** many times from the Pakistan Model Educational Institutions Foundation (PMEIF) and the management of Hazrat Ayesha Siddiqa Model Degree and Commerce College for producing cent percent results at the board and university level and training their staff members.
- 2007-09** Received **Appreciation Letters** many times from the principals and heads of various schools and colleges for training their teaching faculty under Intel Education Program with the Collaboration with the Ministry of Education, Government of Punjab.
- 2008** **Teacher of the Year Award** for the year 2007 under Intel Education Program.
- 2008** Participated in the *Case Study Contest* at district level held by Intel Education Corporation and won **Technology Grant of Rs. 50,000** for the college.
- 2006-08** Won **Grand Awards and Cash Prizes** in three consecutive years from **2006, 2007, 2008** under the competitions held by Intel Education Program in Collaboration with the Ministry of Education, Government of Punjab.
- 1999** Got **Second Position** in F.A II (General Science) at Govt. Jinnah Degree College and got **Bronze Medal** on 10th April 2002.
- 1997-2002** **Certificate of Honour** for participating in Co-Curricular Activities during studies

EXPERIENCE:

- 1. Assistant Professor** **University of Engineering and Technology Lahore**
From August 2017 to date
Address: Institution of Business & Management

- 2. Assistant Professor** **University of Punjab Gujranwala Campus, Gujranwala From 7th Feb to 14th Aug 2017**
Address: Department of Commerce

- 3. Head of Department & Lecturer** **Hazrat Ayesha Siddiqa Model Degree & Commerce College** **From Sep,2005- 16th Nov,2016**

SCIENTIFIC WORK & PUBLICATIONS:

Ph.D. Thesis:

Theoretical and empirical foundations of the antecedents of debt specialization:
A new insight towards optimal debt structure

Master Thesis:

Effects of dividend policy on stock prices and investors perception: A case of
Pakistan corporate sector

PUBLICATIONS:

1. Khan, M. I., **Khan, K. I.**, Mahmood, S., & Sheeraz, M. (2020). Quality management system and organizational performance: An evidence from manufacturing sectors, *International Journal of Management*, 11(8), 1441-1455. ISSN Print: 0976-6502 and ISSN Online: 0976-6510. (HEC Y-Category, Scopus Index)
2. Qayyum, A., Arslan, A., & **Khan, K. I.** (2020). Investment of pension funds in different streams: Evidence from low vs. high growth oriented OECD countries, *Global Social Sciences Review*, 5(2), 45-60. P-ISSN 2520-0348, e-ISSN 2616-793X, L-ISSN 2616-793X. (HEC X-Category)
3. **Khan, K. I.**, Naqvi, S. M., Ghafoor, M. M., & Nayab, G. (2020). Effect of reward system on innovative work behaviour through temporary organizational commitment and proficiency: Moderating role of multiculturalism, *International Journal of Management Research and Emerging Sciences*, 10(2), 96-108. ISSN 2223-5604, EISSN 2313-7738. (HEC Y-Category)
4. Sheeraz, M., Qadeer, F., **Khan, K. I.**, & Mahmood, S. (2020). What i am, what i want to be: The role of brand experience in the relationship of self-congruence facets and orientation toward happiness, *Journal of Business & Economics*, 12(1), 43-61. ISSN (print): 2075-6909, ISSN (online): 2708-1923. (HEC X-Category)
5. **Khan, K. I.**, & Mushtaq, A. (2020). Corporate social responsibility and firms credibility: A comparative study of family and non-family firms; Evidence from Pakistan stock exchange, *Review of Socio-Economic Perspectives*, 5(2), 59-86. ISSN (Print): 2149-9276, ISSN (Online): 2547-9385.
6. **Khan, K. I.**, Nasir, A., & Arslan, A. (2020). Impact of loan accessibility on working capital management and profitability: Comparative study of family vs non-family firm, *Global Social Sciences Review*, 5(1), 220–230. p-ISSN 2520-0348, e-ISSN 2616-793X, L-ISSN 2616-793X. (HEC X-Category)
7. **Khan, K. I.**, Naqvi, S. M., Ghafoor, M. M., & Akash, R. S. I. (2020). Sustainable portfolio optimization with higher-order moments of risk. *Sustainability*, 12(5), 2006. ISSN 2071-1050. (JCR- Impact factor: 2.576; HEC W-Category)
8. **Khan, K. I.**, Ali, M., Mahmood, S., & Raza, A. (2020). Power of brand awareness in generating loyalty among youth through reputation, customer engagement and trust, *International Journal of Management Research and Emerging Sciences*, 10(1), 98-110. ISSN 2223-5604, EISSN 2313-7738. (HEC Y-Category)

9. Bashir, T., **Khan, K. I.**, & Urooge, S. (2020). Assumptions of making good deal with bad person: Empirical evidence on strong form market efficiency, *Global Social Sciences Review*, 5(1), 154-162. P-ISSN 2520-0348, e-ISSN 2616-793X, L-ISSN 2616-793X. (HEC X-Category)
10. Naqvi, S. M. W. A., **Khan, K. I.**, Ghafoor, M. M., & Rizvi, S. K. A. (2019). Evidence of volatility clustering and asymmetric behavior of returns in Asian emerging stock markets, *Pakistan Economic and Social Review*, 57(2), 163-197. ISSN- 1011-002X (Print), 2224-4174 (Online). (HEC X-Category)
11. Hussain, M., Niazi, A., & **Khan, K. I.** (2019). Interplay of leadership styles, employees' performance and organizational life cycle, *Global Social Sciences Review*, 4(4), 389-397. P-ISSN 2520-0348, e-ISSN 2616-793X, L-ISSN 2616-793X. (HEC X-Category)
12. Bashir, T., **Khan, K. I.**, Khalid, S., & Javed, S. (2019). Interest rate risk management by financial engineering in Pakistani non-financial firms, *Journal of Managerial Sciences*, 13(3), 158-165. EISSN:1998-4642 & ISSN: 1998-4364. (HEC Y-Category)
13. Ghafoor, M. M., **Khan, K. I.**, Munir, Y., & Haider, K. H. (2019). Impact of development perspective of HRM and lesson learned system of knowledge management on project success through project management competency retention. *Journal of Independent Studies and Research-Management, Social Sciences and Economics*, 17(1), 53-69. Online ISSN: 1998-4162 & Print ISSN: 2616-7476. (HEC Y-Category)
14. Khan, M. S., **Khan, K. I.**, Mahmood, S., & Sheeraz, M. (2019). Symmetric and asymmetric volatility clustering Via GARCH family models: An evidence from religion dominant countries. *Paradigms*, 13(1), 20-25. Online ISSN 2410-0854 & Print ISSN 1996-2800. (HEC Y-Category)
15. **Khan, K. I.**, Ghafoor, M. M., Sheeraz, M., & Mahmood, S. (2018). Pay or not to pay dividends: Company policy and investor expectations. *Lahore Journal of Business*, 7(1), 137-157. ISSN: 2223-0025. (HEC Y-Category)
16. **Khan, K. I.**, Qadeer, F., & Ghafoor, M. M. (2017). Degree of debt specialization within profitability sub-groups: A new perspective of debt structure choices, *FWU Journal of Social Sciences*, 11(2), 92-108. ISSN: 1995-1272. (HEC X-Category)
17. **Khan, K. I.**, Qadeer, F., Mahmood, S., & Rizavi, S. S. (2017). Reasons for debt specialization: Understanding the perspectives of small and large organizations, *The Lahore Journal of Business*, 6(1), 93-110. ISSN: 2223-0025. (HEC Y-Category)
18. Sheeraz, M., Tanweer, M., **Khan, K. I.**, & Mahmood, S. (2017). Strengthening consumer brand relationships through consumer engagement: Online brand communities in landscape of social media. *Pakistan Journal of Social Sciences*, 37(2), 593-607. ISSN:2074-2061. (HEC Y-Category)
19. Mahmood, S., Qadeer, F., Sheeraz, M., & **Khan, K. I.** (2017). Line manager's HR implementation level and work performance: Estimating the mediating role of employee outcomes. *Pakistan Journal of Commerce and Social Sciences*, 11(3), 956-973. ISSN: 1997-8553. (HEC Y-Category)

20. Mahmood, S., Sheeraz, M., Aslam, S., Tanweer, M., & **Khan, K. I. (2017)**. Intellectual capital and market performance: Testing the mediating mechanism of organizational learning. *Journal of Managerial Sciences*, 11(2), 303-322. EISSN:1998-4642 & ISSN: 1998-4364. (HEC Y-Category)
21. Ghafoor, M. M., **Khan, K. I.**, Riaz, T., & Saddiqa, S. (2017). Investigating mediating role of job satisfaction between workplace discrimination and intention to leave in information technology industry of Pakistan, *Transylvanian Review*, 25(20), 5209-5218. ISSN: 1221-1249. (JCR- Impact factor: 0.012; HEC W-Category)
22. **Khan, K. I.**, Qadeer, F., Albert, J., & Sheeraz, M. (2016). Existence and prevalence of debt specialization strategy across organizations: A Pakistani perspective. *Pakistan Journal of Commerce and Social Sciences*, 10(3), 461-485. ISSN: 1997-8553. (HEC Y-Category)
23. Albert, J., Shahzadi, G., & **Khan, K. I. (2016)**. Students' preferred learning styles & academic performance. *Science International*, 28(4), 337-341. ISSN: 1013-5316 (HEC Y-Category)
24. **Khan, K. I. (2012)**. Effect of dividends on stock prices– A case of chemical and pharmaceutical industry of Pakistan. *Management*, 2(5), 141-148. e-ISSN: 2162-8416 & p-ISSN: 2162-9374. (HEC Y-Category)
25. Aamir, M., **Khan, K. I.**, & Rehan, M. F. (2012). Stock market prices and performance of textile industry of Pakistan in last five years– An evidence of EMH. *Mediterranean Journal of Social Sciences*, 3(3), 437-448. ISSN 2039-2117 (online) & ISSN 2039-9340 (print). (HEC Y-Category, [Scopus](#) Index)
26. Aamir, M., Karamat, M., Rehan, M. F., Noreen, H., & **Khan, K. I. (2011)**. Inflation in Pakistan: Antecedents and consequences. *European Journal of Social Sciences*, 26(1), 77-86. ISSN: 1450-2267. (Impact Factor: 0.436) (HEC Y-Category, [Scopus](#) Index)
27. **Khan, K. I.**, Aamir, M., Qayyum, A., Nasir, A., & Khan, M. I. (2011). Can dividend decisions affect the stock prices: A case of dividend paying companies of KSE. *International Research Journal of Finance and Economics*, 76(68), 69-74. ISSN 1450-2887. ([Scopus](#) Index, Impact Factor: 0.569)
28. Aamir, M., Qayyum, A., Nasir, A., Hussain, S., **Khan, K. I.**, & Butt, S. (2011). Determinants of tax revenue: A comparative study of direct taxes and indirect taxes of Pakistan and India. *International Journal of Business and Social Science*, 2(19), 173-178. ISSN 2219-6021 (Online) & ISSN 2219-1933 (Print). (HEC Y-Category)
29. Aamir, M., Qayyum, A., Nasir, A., Hussain, S., **Khan, K. I.**, & Farooq, K. (2011). Price, value and supply of money and its effect on KSE-100 Index. *Interdisciplinary Journal of Contemporary Research in Business*, 3(4), 201-212. ISSN: 2073-7122. (HEC Y-Category)

CONTRIBUTED TALKS & PRESENTATIONS:

1. **Khan, K. I.**, Sabir, Q. U. A., & Siddique, A. (2020). *Is corona virus real: Beliefs, understandings and attitudes about Covid-19*, Paper presented at the

- 1st International Conference (Online) on Issues in Management and Social Sciences in the Context of COVID-19, Experts in Management and Social Sciences, Peshawar, **Pakistan**.
2. Sabir, Q. U. A., & **Khan, K. I.**, Siddique, A. (2020). *Causes, effects and challenges of Covid-19 in developing countries : A case study of Pakistan*, Paper presented at the 1st International Conference (Online) on Issues in Management and Social Sciences in the Context of COVID-19, Experts in Management and Social Sciences, Peshawar, **Pakistan**.
 3. **Khan, K. I.**, & Azam, A. (2019). *Combined leadership development practices: Improving organizational performance through organizational commitment*, Paper presented at the International Conference on Banking, Insurance & Business Management, Hailey College of Banking & Finance, Lahore, **Pakistan**.
 4. **Khan, K. I.**, & Mushtaq, A. (2019). *Investigating the role of corporate social responsibility in determining firms' credibility and financial decision making*, Paper presented in the Business Research Symposium of the Entrepreneurial Fiesta'19, at Forman Christian College Lahore, **Pakistan**.
 5. **Khan, K. I.**, & Khan, M. I. (2019). *Women entrepreneurs' challenges and their success stories: An exploratory study of Pakistan*, Paper presented at the Business Research Symposium in Entrepreneurial Festival, Forman Christian College, Lahore, **Pakistan**.
 6. **Khan, K. I.**, & Amjad, I. (2019). *Asian women entrepreneurs and sociocultural barriers to startups: A Q-Methodological approach*, Paper presented in the Business Research Symposium of the Entrepreneurial Fiesta'19, at Forman Christian College Lahore, **Pakistan**.
 7. **Khan, K. I.**, & Umar, A. B. (2019). *Effect of organizational culture and employee performance through employee creativity: The moderator role of technology*, Paper presented in the Business Research Symposium of the Entrepreneurial Fiesta'19, at Forman Christian College Lahore, **Pakistan**.
 8. **Khan, K. I.**, & Azam, A. (2019). *Leadership development practices: A way to enhance employees' performance and commitment*, Paper presented in the Business Research Symposium of the Entrepreneurial Fiesta'19, at Forman Christian College Lahore, **Pakistan**.
 9. Bashir, T., **Khan, K. I.**, Khalid, S., & Javed, S. (2019). *Interest rate risk management by financial engineering in Pakistani non-financial firms*, Paper presented at the 17th International Conference on Economics and Social Sciences at Holiday Inn, Istanbul City Hotel, Istanbul, Turkey.
 10. **Khan, K. I.**, Khalid, I., Rohail, H., Bashir, T., & Ghaffoor, M. M. (2018). *It takes change to make change: Role of recognition practices, job satisfaction, and self-efficacy in project success*, Paper presented at the 2nd International Conference on Emerging Challenges for Organization in Developing

Economies, Department of Management Sciences at Bahria University, Islamabad, Pakistan.

11. **Khan, K. I.**, Mazhar, S., Ghafoor, M. M., Azimi, A., & Feroz, H., M. (2018). *Followers make leaders: Role of social networking and leadership styles as image synthesizer through mutual recognition respect*, Paper presented at the 2nd International Conference on Emerging Challenges for Organization in Developing Economies, Department of Management Sciences at Bahria University, Islamabad, Pakistan.
12. Sheeraz, M., Qadeer, F., Tanweer, M., Mahmood, S., & **Khan, K. I.** (2018). *What i am, what i want to be: The role of self-congruence facets and brand experience in consumer's orientation toward happiness*, Paper presented at the International Conference on Emerging Trends in Marketing and Management International Conference, Bucharest, Romania.
13. Khan, M. I., **Khan, K. I.**, Sheeraz, M., & Mahmood, S. (2018). *Impact of quality management practices on the performance of manufacturing sectors*, Paper presented at the 1st International Graduate Conference on Emerging Trends in Multidisciplinary Approaches, Johor Bahru, Malaysia.
14. **Khan, K. I.**, & Qadeer, F. (2017). *Level of profitability and degree of debt specialization*, Paper presented at the 2nd International Conference on Business and Management Perspective in the Asian in the Asian Context: Challenges and Prospects, Lahore, Pakistan.
15. Ghafoor, M. M., **Khan, K. I.**, Munir, Y., & Mohsin, H. M. (2017). *The impact of human resource management practices on organizational commitment and job satisfaction*, Paper presented at the ASIA International Multidisciplinary Conference, Johor Bahru, Malaysia.
16. **Khan, K. I.**, & Qadeer, F. (2016). *Organizational predictors, debt market conditions and debt specialization*, Paper presented at the 1st International Conference on Business, Economics and Education Management, Sukkar, Pakistan.
17. **Khan, K. I.**, & Qadeer, F. (2016). *Do industry conditions lead towards debt specialization decisions? Evidence from Pakistani organizations*, Paper presented at the 14th Islamic Countries Conference on Statistical and Allied Sciences, Multan, Pakistan.
18. **Khan, K. I.**, & Qadeer, F. (2016). *Debt specialization and dividend decisions*, Paper presented at the International Conference on Business and Management Perspective in the Asian in the Asian Context: Challenges and Prospects, Lahore, Pakistan.
19. **Khan, K. I.**, & Qadeer, F. (2016). *Debt market and debt specialization decisions*, Paper presented at the International Conference on Science, Engineering, Management and Social Sciences, Johor Bahru, Malaysia.
20. **Khan, K. I.**, & Qadeer, F. (2016). *Organizational predictors of debt specialization: Review and directions*, Paper presented at the 14th International

Conference on Statistical Sciences: Statistics for Better Decision-Making and Development, Karachi, Pakistan.

21. **Khan, K. I. (2012).** *Effect of dividends on stock prices of chemical and pharmaceutical industry of Pakistan—A panel data approach.* Paper presented at the 2nd International Conference on Business Management, Lahore, Pakistan.
22. Khan, A. A., & **Khan, K. I. (2011).** *Dividend policy and stock prices – A case of KSE-100 Index companies,* Paper presented at the 3rd SAICON International Conference on Management, Business Ethics and Economics, Lahore, Pakistan.
23. **Khan, K. I., & Khan, A. A. (2011).** *Effect of dividend policy on investors' perception: A case of Pakistani investors,* Paper presented at the 2nd International Conference on Management Research, Lahore, Pakistan.
24. **Khan, K. I., Aamir, M., & Khan, M. I. (2011).** *Stock market prices and performance of textile industry of Pakistan in last five years— An evidence of EMH,* Paper presented at the 2nd International Conference on Management Research, Lahore, Pakistan.

COMPUTER SKILLS

- Statistical Softwares: SPSS, Eviews, STATA, Smart PLS.
- Microsoft Office: Excel, Word, PowerPoint, and Access

INTERESTS:

1. **Subjects of Interest:** Financial Management; Corporate Finance; Capital Structure Decisions; Financial Performance Analysis & Management; Investment Analysis & Management; Financial Planning and Management; Financial Decision Making; Auditing; Research Methods; Data Analysis.
2. **Other Interests:** Social Work, Reading, and Interior Decoration.

REFERENCES:

1. Prof. Dr. Muhammad Shahid Rafique
Dean, Faculty of Natural Sciences, Humanities & Islamic Studies,
University of Engineering and Technology, Lahore
Email: shahidrafiq@uet.edu.pk; +92-300-4178639
2. Prof. Dr. Faisal Qadeer (HEC Approved Supervisor)
Lahore Business School, The University of Lahore, Pakistan
Email: faisal.qadeer@lbs.uol.edu.pk; +92-333-4232334