## Special Thanks

**International Conference on Management, Business Ethics & Economics (ICMBEE)**

# 3rd SAICON 2011

### Executive Committee

### Dr. S.M Junaid Zaidi

### Dr. Mahmood Ahmed Bodla

### Dr. Shaista E. Khilji

### Dr. Zafar U. Ahmed

### Dr. Saeed Akbar

### Dr. Bahaudin G. Mujtaba,H.

### Dr. Amjad Farid Hasnu

### Dr. Talat Afza

### Dr. Qaisar Abbas

### Dr. Ahmed Kaleem

### Conference Convener

### Dr. Abdus Sattar Abbasi

### Conference Secretaries

### Ms. Shafaq Rana

### Ms. Sehar Muneer



I feel privileged to welcome the delegates; and speakers to 3rd SAICON, 2011 The International Conference on Management, Business Ethics and Economics to a prestigious gathering place of academicians and professionals from all over the world to interact and share their ideas in respective disciplines.

This Conference will be an outstanding forum that will bring together researchers, scholars, professionals and students from all around the world to present their ongoing research activities, keep track of what – and who – is current in the field and hence to foster research relations to exchange new ideas and application experiences face to face. They will have an opportunity to establish research relations and to find global partners for future research and industrial collaborations.

I am looking forward to welcome you to enjoy the learning environment and leave with an inspired approach to achieving excellence in your career.

**Shafaq Rana**

**Conference Secretary**

## Welcome





I feel privileged to welcome the delegates; and speakers to 3rd SAICON, 2011 The International Conference on Management, Business Ethics and Economics to a prestigious gathering place of academicians and professionals from all over the world to interact and share their ideas in respective disciplines.

This Conference will be an outstanding forum that will bring together researchers, scholars, professionals and students from all around the world to present their ongoing research activities, keep track of what – and who – is current in the field and hence to foster research relations to exchange new ideas and application experiences face to face. They will have an opportunity to establish research relations and to find global partners for future research and industrial collaborations.

I am looking forward to welcome you to enjoy the learning environment and leave with an inspired approach to achieving excellence in your career.

**Shafaq Rana**

**Conference Secretary**

Pakistan is the living example of resilience and progress. I cannot find any country around the globe facing extraordinary challenges as Pakistan did right from day one of independence. In spite of all that Pakistan achieved exceptional technological milestones. Pakistan’s achievements in the field of sports are also awesome with numerous world titles in squash, hockey, cricket, boxing, snooker and tennis.

On academic front Pakistan’s real progress emerged during last decade with plenty of research publications in dozens of reputable journals around the world. COMSATS Institute of Information Technology remained on front line in this quest of excellence.   
  
I am extremely happy to welcome you all on this unique land of hidden potential. Our doctors and engineers are known throughout the world for their excellent professional abilities. Now along with many other higher education institutions CIIT is pleased to provide another opportunity to social scientists to share their knowledge and learning in the field of management, business ethics and economics.

I hope all participants will enjoy the environment in Lahore, enriched with love and care!

**Dr. Abdus Sattar Abbasi**

**Conference Convener**

3rd SAICON December 28-29, 2011 Pearl Continental Hotel Lahore, Pakistan  
International Conference on Management, Business Ethics and Economics (ICMBEE)

COMSATS Institute of Information Technology Lahore, Pakistan

**PROGRAMME**

**Wednesday, December 28, 2011**

|  |  |
| --- | --- |
| **08:00 – 09:00 AM** | Welcome Desk / Registration |
| **09:00 – 10:30 AM** | Opening Ceremony  (Venue: Crystal Hall – A & B, Pearl Continental Hotel)   1. Recitation from the Holy Quran by Mr. Mudassar Awan 2. Overview of SAICON 2011 by Dr. Abdus Sattar Abbasi, Conference Convener 3. Welcome Address by Dr. Mahmood Ahmad Bodla   Director COMSATS Institute of Information Technology, Lahore, Pakistan   1. Celebritized Leadership   Dr. David Simm  Director International Graduate Program  Lancaster University Management School, U.K.     1. Guests of Honor   Dr. Nadeem Ul Haque, Deputy Chairman Planning Commission   1. Address by Dr. Syed Muhammad Junaid Zaidi (SI)   Rector, COMSATS Institute of Information Technology, Islamabad, Pakistan   1. Vote of Thanks by Dr. Ahmed Kaleem   Head of Management Sciences Department, COMSATS Institute of Information Technology, Lahore, Pakistan |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **10:30 – 11:00 AM** | | **Tea / Coffee Break** | | | |
| **11:00 – 12:30 AM** | | **Keynote Addresses**  Venue: Crystal Hall – A & B | | | |
|  | | 1. Dr. Muhammad Hassan Muhammad Osman   Social Entrepreneurship: A Key Vehicle for Economic and Social Transformation  Universiti Teknologi Malaysia   1. On the Place of Ethical business in the Advancement of Peace in a Global Economy   Dr. Robert E. McNulty  Director Programs, Centre for Business Ethics  Bentley University, U.S.A   1. Mr. Irfan Nadeem Shaikh, President LCCI | | | |
| **12:30 AM – 01:30 PM** | | **Technical Sessions** | | | |
| **Session 1 – Management**  Venue: Crystal Hall – A  Chair: Dr. Wafica Ali Ghoul (Lebanese International University) | | | **Session 2 – Business Ethics**  Venue: Emerald Hall  Chair: Dr. Majid | | **Session 3 – Economics**  Venue: Crystal Hall – B  Chair: Dr. Zakir Hussain (GC Faisalabad) |
| 1. **The Impact of Person Environment Fit in Creating Social Capital**   ***Saima Naseer***  ***International Islamic University Islamabad, Pakistan***  ***Fauzia Syed***  ***Fatima Jinnah Women University Rawalpindi, Pakistan***   1. **Exploring Critical Success Factors for Construction Companies of Developing Countries**   ***Shahid Mehmood, Shahrukh and Dr. Ali Sajid***  ***University of Engineering and Technology Lahore, Pakistan***   1. **Factors Influencing Women’s Propensity toward Opportunity-Based Nascent Entrepreneurship in Europe**   ***Prof. So Young Sohn, Eun Jeong Ji***  ***Republic of Korea***   1. **Impact of Group Based Rewards on Employee Perceptions**   ***Tasneem Fatima, Syeda Tayyaba Zahra Naqvi***  ***International Islamic University Islamabad, Pakistan***   1. **Making it Work in Government Sector: Issues and Challenges**   ***Arshia Mukhtar, Amber Jamil, Dr. Noreen Sehar***  ***International Islamic University, Islamabad, Pakistan*** | | | 1. **The legitimacy of Limited Liability in Islam**   ***Rashid Ahmed Qureshi, Syed Mir Muhammad Shah***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **The Impact of Worship on Individual’s Wellbeing**   ***Fozia Munir, Ashar Awan***  ***University of Azad Jammu and Kashmir*** | | 1. **Multidimensional Poverty and Expanding Role of Microfinance Institutions**   ***Dr. Shabnam Lutafali***  ***University of St. Thomas Texas, U.S.A***   1. **Forecasting Performance of Alternative Error Correction Models**   ***Dr. Javed Iqbal***  ***University of Karachi, Karachi, Pakistan***   1. **Determining the Optimal Level of Taxes in South Asia (An Unbalanced Budget Approach)**   ***Muhammad Iftikhar ul Husnain***  ***Federal Urdu University of Arts, Science and Technology, Islamabad, Pakistan***   1. **Determinants of Prenatal Care services in Pakistan**   ***Sara Noreen, Dr. Rana Ejaz Ali Khan***  ***The Islamia University of Bahawalpur, Pakistan***   1. **Poverty, Corruption and Fatalism: A Case Study of Slum Areas of Karachi, Pakistan**   ***Naveed Ahmed***  ***Institute of Business Administration Karachi,***  ***Oscar T. Brookins and Shahid Ali*** |
| **01:30 – 02:30 PM** | **Prayer / Lunch Break** | | | | |
| **02:30 – 03:30 PM** | **Technical Sessions** | | | | |
| **Session 4 – Management**  Venue: Crystal Hall – A  Chair: Dr. David Simm (Lancaster University UK) | | | **Session 5 – Business Ethics**  Venue: Emerald Hall  Chair: Dr. Robert McNulty (Bentley University, Waltham, MA) | | **Session 6 – Economics**  Venue: Crystal Hall – B  Chair: Dr. Prof. So Young Sohn (Yonsei University, Seoul, Korea) |
| 1. **Learning and Development Initiatives Implementation: Organizational and Individual Consequences**   ***Abu Mansor N.N., Saidi, M.I., Mohamed, A. and Ishak, H.M***  **Universiti Teknologi Malaysia, Skudai, Malaysia**   1. **Leadership in Change Context- A Literature Review**   ***Muhammad Ayaz***  ***Lahore University of Management Sciences, Lahore, Pakistan***   1. **Performance Management System and its Impact on the Faculty Members’ performance in business Schools**   ***Dr. Shahid A. Zia***  ***Imperial College of Business Studies, Lahore Pakistan***  ***Shahinshah Babar Khan***  ***Pakistan Atomic Energy Commission Model College, Islamabad, Pakistan***   1. **History of Advertising in Pakistan**   ***Dr. Kamran Siddique***  ***Institute of Business Administration Karachi, Pakistan***   1. **An Analysis of In-Store Shopping Environment on Impulse Buying : Evidence from Pakistan**   ***Asim Ali, SAF Hasnu***  ***Comsats Institute of Information Technology, Abbottabad, Pakistan*** | | | 1. **Sharing Best Practices – Research Ethics at MTA**   ***Dr. Nauman Farooqi***  **Mount Allison University Canada**   1. **Terrorism and Migration: A Case Study of Pakistan**   ***Shabir Hyder, Saddam Hussain***  ***COMSATS Institute of Information Technology, Attock***   1. **Determinants of Disclosure Quality in Pakistani Corporate Culture**   ***Safia Nosheen***  ***Asian Institute Of Technology, Thailand***   1. **Failure of Corporate Governance @ Mehran Bank Limited**   ***Faryal Salman, Dr. Kamran Siddiqui***  ***Institute of Business Administration Karachi, Pakistan***   1. **Antecedents and Experience of Sexual Harassment at Individual and Group**   ***Farhan Sarwar,***  *University of Central Punjab, Lahore Pakistan*  ***Binish Nauman*** | | 1. **Fiscal Transparency and Fiscal Management – Towards Strengthening Economic Management in Pakistan**   ***Jamshed Y. Uppal***  ***Catholic University of America***   1. **Investigating the Relationship between Environmental and Economic Goals: The Case of Developing Countries**   ***Pinkey Sainani , Niaz Ahmed Bhutto , Kamran Ali Kalhoro***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **An Experimental Investigation of Behaviour Based Price Discrimination**   ***Ammara Mahmood***  ***Oxford University***   1. **Profitability of Domestic Pakistani Banks: Panel Data Evidence for the Period 2001-2010**   ***Dr. Salman Ahmad, Bilal Nafees***  ***University of Central Punjab, Pakistan, Lahore***   1. **Impact of Analysts’ Recommendations on Stock Prices:**   **Evidence from the Karachi Stock Exchange**  ***Muhammad Subayyal***  ***National University of Computer& Emerging Sciences (FAST), Peshawar***  ***Attaullah Shah***   1. **The Relationship of Capital Structure Decisions With Firm Performance: A study of the Engineering Sector in Pakistan**   ***Abdul Ghafoor Khan***  ***COMSATS Institute of Information Technology, Vehari, Pakistan***   1. **Impact of Macroeconomic Factors on the Strategic and Business Model of Commercial Banks in**   ***Tahira Sadiq***  ***National University of Science and Technology, Islamabad.***  ***Akbar Ali*** |
| **03:30 – 04:00 PM** | **Tea / Coffee Break** | | | | |
| **04:00 – 05:30 PM** | **Technical Sessions** | | | | |
| **Session 7– Management**  Venue: Crystal Hall – A  Chair: Dr. Nur Naha (Universiti Teknologi Malaysia) | | | **Session 8 – Management**  Venue: Emerald Hall  Chair: Dr. Ehsan Malik (PU Lahore, Pakistan) | **Session 9 – Economics**  Venue: Crystal Hall – B  Chair: Mohd Hassan bin Mohd Osman (Universiti Teknologi Malaysia) | |
| 1. **Achieve Financial Performance by Applying Knowledge Management Practices**   ***Ali Iftikhar Choudhary, Syed Azeem Akhtar***  ***Iqra University Islamabad, Pakistan***   1. **Factors Influencing Vision of an Organization**   ***Jamil Anwar, SAF Hasnu***  ***COMSATS Institute of Information Technology, Abbottabad, Pakistan***   1. **How Do Workplace Spirituality and Organizational Citizenship Behavior influence Sales Performance of FMCG Sales Force?**   ***Prof. Dr. Muhammad Ehsan Malik, Basharat Naeem, Basit Bin Ali***  ***University of the Punjab, Lahore Pakistan***   1. **Prioritization of Manufacturing Entrepreneurial Cooperatives by Principle Component Analysis and Numerical Taxonomy Approach, (The Case of a Province in Iran)**   ***Dr.Younos Vakil Alroaia, Seyed Razi Nabavi, Abraham Ghane***  ***Islamic Azad University , Semnan , Iran*** | | | 1. **Integrated Model for Entrepreneurship Development In Pakistan**   ***M. Naveed Iftikhar***  ***Ministry of Finance, Govt. of Pakistan, Islamabad, Pakistan***   1. **A Model of Professional Excellence through Personality Quotients**   ***Dr. Sajida Zaki***  ***NED University of Engineering Technology, Karachi, Pakistan***  **Muhammad Zaki Rashidi**  **SZABIST Karachi , Pakistan**   1. **Factors Contributing Towards the Process of International Entrepreneurship: (A case study of Light engineering Units operating in Gujranwala District)**   ***Khizra Safdar Khan***  ***Government College University Lahore, Pakistan***   1. **Role of Employees Involvement and participation in Strategic Organization**   ***Prof. Majed Rashid***  ***Allama Iqbal Open University, Islamabad, Pakistan***  ***Lahore, Pakistan*** | 1. **The Impact of Population Growth On Savings: A Case of Pakistan**   ***Muhammad Younis Khoso , Niaz Ahmed Bhutto, Versha Khatri***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **Corporate Cash Holdings: A Growth and Mature Firm Perspective in Pakistani Context**   ***Qurat-ul-ann, Raheel Gohar***  ***Nust Business School Islamabad, Pakistan***   1. **How Micro-Credits by a Local NGO Instigate the Socio-Economic Uplift of Urban Poor: A case study of Benarsi cloth weavers at Orangi Township in Pakistan**   ***Faryal Salman, Dr. Mustaghis-ur-Rahman***  ***(SZABIST), Karachi, Pakistan***   1. **Institutional changes in traditional societies: an example from rural northwest Pakistan**   ***Inayatullah Jan***  ***Khyber Pakhtunkhwa Agricultural University Peshawar, Pakistan***   1. **Impact of FDI on Productivity and Financial Development: A Study on Asian Countries**   ***Imran Laghari, Niaz Ahmed Bhutto , Zareen Memon, Muhammad Ali Khoso,Falahuddin Butt***  ***Sukkur Institute of Business Administration, Sukkur Sindh***   1. **Impact of Exchange Rate and Other Macroeconomic Variables on Stock Returns: Evidence from Pakistan**   ***Mr. Mohammad Shariq, Wardah Zubair, Mr. Fazli Azim***  ***National University of Sciences and Technology (NUST), Islamabad, Pakistan.***   1. **Earnings Management and Privatizations: Evidence from Pakistan**   ***Abdullah M. Iqbal,***  ***University of Kent (Medway), UK***  ***ZeeshanAhamad, and Iram A.Khan*** | |

**Thursday, December 29, 2011**

|  |  |  |  |
| --- | --- | --- | --- |
| **09:00 – 10:30 AM** | **Keynote Addresses**  Venue: Crystal Hall – A & B | | |
|  | Dr. Saeed Akbar  Mergers and Acquisitions  The University of Liverpool, UK  An Exchange Rate Arrangement for East Asia: Anchor or Basket?  Dr. Ahmed M. Khalid  Globalization and Development Centre  Bond University, Australia | | |
| **10:30 – 11:30 AM** | **Technical Sessions** | | |
| **Session 10– Management**  Venue: Emerald Hall – A  Chair: Dr. Davis Simm (Lancaster University UK) | | **Session 11– Business Ethics**  Venue: Board Room  Chair: Dr. Robert McNulty (Bentley University, Waltham, MA) | **Session 12– Economics**  Venue: Emerald Hall – B  Chair: Dr. Tahir Hijazi |
| 1. **A Cross-Cultural Comparison of Business Ethics**   ***Dr. Bahauddin Mujtaba***  ***Nova Southeastern University, U.S.A***   1. **The Empirical Linkages of organizational learning and Competitive advantage**   ***Dr. Naveed Akhtar, Dr. Rasheed Ahmed Khan***  ***National University of Modern Languages, Islamabad, Pakistan***   1. **Education Management: Case Study to Turnaround Academic Performance of Underperforming Students**   ***Dr. Nisar Ahmad***  ***Imperial College of Business Studies, Lahore, Pakisan***   1. **Software Effort Estimation Framework in Iterative and Incremental Development; Issues and Proposed Solution *Abou Bakar Nauman, Rommana Aziz, Kamran Khan***   ***Sarhad University of Science and Information Technology,***  ***Peshawar, Pakistan*** | | 1. ***Dr. Javed Ashraf***   ***University of St. Thomas, U.S.A.***   1. **Ethical Investing and Islamic Investing: Challenges and Opportunities**   ***Wafica Ali Ghoul***  ***Lebanese International University, Beirut, Lebanon***   1. **Ownership Structure, Board Composition and Dividend Policy in Pakistan**   ***Muhammad Afzal, Saba Sehrish***  ***COMSATS Institute of Information Technology, Islamabad,Pakistan***   1. **Failure of Corporate Governance: Privatization of PTCL Pakistan**   ***Dr. Kamran Siddiqui, Riaz Ahmed Mangi***   1. **Advertising Effects on Firm Performance**   ***Syed Zulfiqar Ali Shah , Hammad Hassan Mirza , and Qaisar Abbas***  ***COMSATS Institute of Information Technology,, Islamabad, Pakistan*** | 1. **Religion in the United States: Focusing on Islamic Interest Free Financing idea for The American Market?**   ***Nadeem M. Firoz***  ***Montclair State University, U.S.A***   1. **Estimation of Consumption Function under the Permanent Income Hypothesis: Evidence from Pakistan**   ***Khalid Khan***  ***Lasbela University, Uthal, Balochistan***  ***Mohammed Nishat***  ***Muhammad Ali***   1. **Sample Size Required For Statistical Techniques**   ***Dr. Kamran Siddique***  ***Institute of Business Administration Karachi, Pakistan***   1. **Analyzing link between foreign direct investment, financial development and output growth for Pakistan**   ***Saba Ibrahim***  ***Nazima Ellahi***  ***Foundation University College of Liberal Arts and Sciences, Rawalpindi, Pakistan***   1. **Effective Working Capital Management Affects Profitability: Evidence from Asia**   ***Hyder Ali Khawaja , Niaz Ahmed Bhutto , Falahuddin Butt***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **The Impact of Capital Structure on Profitability: An Empirical Analysis of Automobile Sector of Pakistan**   ***Talat Afza, Amer Hussain***  ***COMSATS Institute of Information Technology, Lahore, Pakistan*** |
| **11:30 – 12:00 AM** | **Tea / Coffee Break** | | |
| **12:00 AM – 01:00 PM** | **Technical Sessions** | | |
| **Session 13 – Management**  Venue: Emerald Hall – A  Chair: Dr. Bahaudin Mujtaba (Nova Southeastern University, USA.) | | **Session 14 – Business Ethics**  Venue: Board Room  Chair: Dr. Javed Ashraf (University of St. Thomas) | **Session 15 – Economics**  Venue: Emerald Hall – B  Chair: Dr. M. Nishat (IBA Karachi) |
| 1. **Work Motivation and Performance Level of the Employees Working in Day and Night Shifts**   ***Ayesha Sheikh, Shazia Khalid***  ***University of the Punjab, Lahore, Pakistan***   1. **Job Burnout of Employees at work place: Causes and Consequences *Sadia Ishaq, Noor-ul-ain and Shazia Khalid***   ***University of the Punjab, Lahore, Pakistan***   1. **Learning Orientation, Innovation Capability, and Organizational Performance: Evidence from Banking Sector of Pakistan**   ***Sardar Mu hammad Zahid, Imran Ali***  ***COMSATS Institute ofAdministrative Sciences, Lahore, Pakistan***   1. **Enhancing Entrepreneurial Marketing Education; the Student Perspective**   ***Misbah Alam; Zunaira Rani***  ***University of Sargodha, Sargodha, Pakistan.***   1. **Social Media and Social Marketing – Catalysts of Social Change**   ***Shafaq Hasan, Dr. Basit Tayyab***  ***Quaid-e-Azam University, Islamabad, Pakistan***   1. Rai imtiaz | | 1. **Why the Children are not in Schools in Punjab**   ***Hafiza Nadia Bashir***  ***The Islamia University of Bahawalpur, Pakistan***  ***Rana Ejaz Ali Khan***  ***COMSATS Institute of Information Technology Sahiwal, Pakistan***   1. **Towards Developing Social Responsibility Standard for Project Management**   ***Rao Aamir Khan,***  ***University of Kassel, Germany***  ***Peter J. A. Reusch***  ***University of Applied Sciences and Arts, Dortmund, Germany***   1. **To Trade or not to Trade’: Ethical Considerations in Islam, Judaism and Christianity**   ***Muhammad Umer Rattu***  ***The University of Durham, United Kingdom***   1. **Use of personality inventories in non-English country like Pakistan: A comparison of Costa & McCrae’s NEO-PI-R and Goldberg’s IP-IP**   ***Dr. Kamran Siddiqui***  ***Institute of Business Administration Karachi, Pakistan***   1. ***The Enduring Phenomenon of Hawala***   ***– Past, Present and the Future***  ***Dr. M.. Nauman Farooqi***  ***Mount Allison University OUNT ALLISON UNIVERSITY*** | 1. **Measuring the Stance of Monetary Policy for Pakistan’s Economy**   ***Waqqas Qayyum***  ***International Islamic University, Islamabad, Pakistan***  ***Dr. Wasim Shahid Malik***   1. **Small and Medium Enterprises as Engine of Economic Growth : A Cross Country Analysis**   ***Farooq Ahmed Kalhoro , Niaz Ahmed Bhutto , Sajid Ali Maari***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **Financial Development & Economic Growth In SAARC Countries**   ***Afaque Memon, Niaz Ahmed Bhutto, Ranjeeta Sadhwani***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **Company Dividend Announcement and Its Impact on share Price: Case of KSE 100 Index**   ***Fazli Azim, Ahmed Faraz***  ***National University of Science and Technology NUST Islamabad***  ***Shahbudin***   1. **Why Small is Still Beautiful? E.F.Schumacher and His Economics in Dangerous Times**   ***Raza Naeem***  ***COMSATS Institute of Information Technology (CIIT), Lahore*** |

|  |  |  |  |
| --- | --- | --- | --- |
| **01:00 – 02:00 PM** | **Prayer / Lunch Break (Crystal Hall – A)** | | |
| **02:00 – 03:30 PM** | **Technical Sessions** | | |
| **Session 16 – Management**  Venue: Emerald Hall – A  Chair: Dr. Yetkin BULUT (Ondokuz Mayıs Üniversitesi, Turkey) | | **Session 17 – Management**  Venue: Board Room  Chair: Dr. Nauman Farooqi (Mount Allison University, Canada) | **Session 18 – Economics**  Venue: Emerald Hall – B  Chair: Dr. Jamshed Y. Uppal (Catholic University of America) |

|  |  |  |  |
| --- | --- | --- | --- |
| 1. **Comparative Analysis of Job Satisfaction among Faculty members of Shah Abdul Latif University Khairpur Mirs compare with University of Sindh Jamshoro**   ***Faiz M.Shaikh***  ***SZABAC, Dokri, Pakistan***  ***Dr.Anwar Ali Shah G.Syed***   1. **The Drivers of Brand Equity: Brand Image, Brand Satisfaction and Brand Trust**   ***Ume Salma Akbar,***  ***Institute of Business Administration, Sukkur, Pakistan***  ***Dr. Sarwar M Azhar***  ***University of Management and Technology Lahore, Pakistan***   1. **Mediating Role of Altruism for workplace Spirituality- Sales Performance Relationship**   ***Basharat Naeem, Prof. Dr. Muhammad Ehsan Malik, Basit Bin Ali***  ***University of the Punjab, Lahore Pakistan***   1. **Demographical antecedents in decisional autonomy of women entrepreneurs**   ***Noreen Zahra, Kashif Mahmood***  ***Virtual University of Pakistan, Lahore, Pakistan.***   1. **Intellectual Capital and Organizational Performance**   ***Imran Ali, Jawaria Fatima Ali***  ***COMSATS Institute of Information Technology*** | | 1. **Relationship of Intellectual Capital with the Organizational Performance of Commercial Banks in Islamabad, Pakistan**   ***Muhammad Khalique***  ***Universiti Malaysia Sarawak***  ***Sarawak Malaysia***   1. **Bootstrapped Technical Efficiency Scores: a Comparative Analysis of Islamic and Conventional Banks in Pakistan**   ***Abdul Qayyum Khalid Riaz***  ***COMSATS University of Science and Technology, Islamabad, Pakistan***   1. **Conflict Management Style and Gender – Role of Boss and Subordinates**   ***Sanam Meher, Qamaruddin Maitlo, Ajmal Waheed, Dr.Niaz Ahmed Bhutto***  ***Institute of Business Administration, Sukkur, Pakistan***   1. **Factors affecting Job Satisfaction among Faculty Members Herzberg’s two factor theory Perspective: (A Study of Shah Abdul Latif University, Sind, Pakistan)**   ***FarhanMehboob***  ***Institute of Business Administration, Sukkur, Pakistan***  ***Sarwar M.Azhar, Niaz Ahmed Bhutto***   1. **Do bank mergers lead to efficiency gains? The Case Study of bank mergers in Pakistan (working paper)**   ***Mushtaq Ur Rehman***  ***Mohammad Ali Jinnah University Islamabad, Pakistan***  ***Ali Naseer, Muzamil Khan***   1. **E-Governance for Innovation in the Public Services**   ***Muhammad Irfanullah Arfeen,***  ***University of Manchester, United Kingdom*.**  ***Nawar Khan*** | 1. **Macroeconomic Conditions and Firm’s Choices of Capital Structure: Evidence from Pakistan’s Manufacturing Sectors**   ***Farah Riaz***  ***COMSATS Institute of Information Technology, Wah, Pakistan***   1. **Impact of Gold Prices on Stock Exchange : A Case Study of Pakistan**   ***Hina Shahzadi***  ***University of Central Punjab, Lahore, Pakistan***  ***Muhammad Naveed Chohan***  ***COMSATS Institute of Information Technology, Lahore, Pakistan***   1. **Dividend Policy and Stock Prices – A Case of KSE-100 Index Companies**   ***Ather Azim Khan, Kanwal Iqbal Khan***  ***University of Central Punjab, Lahore, Pakistan***   1. **Impact of Foreign Aid Volatility on Economic Growth in Pakistan**   ***Sami Ullah, ParvezAzim,***  ***GC University, Lahore, Pakistan***   1. **Assessing the Trade Arrangements of Pakistan: By Gravity Model**   ***Dr. Etzaz Ahmand***  ***Quaid-e-Azam University,Islamabad, Pakistan***  ***Madiha Riaz***  ***The Islamia University Of Bahawalpur, Pakistan*** |
| **03:30- 04:00 PM** | **Tea Break** | | |
| **04:00 – 05:30 PM** | **Technical Sessions** | | |
| **Session 19 – Management**  Venue: Emerald Hall – A  Chair: Dr. Amjad Farid Hasnu  (CIIT Abbottabad) | | **Session 20 – Corporate Governance**  Venue: Board Room  Chair: Dr. Shabnam Lutafali (University St.Thomas  Houston Texas, USA) | **Session 21– Economics**  Venue: Emerald Hall – B  Chair: Dr. Ahmed Khalid (Bond University, Australia) |
| 1. **Factors Impacting on Customer Satisfaction in E-Banking: Some Survey Study for an Iranian Bank**   ***Dr. Younos Vakil Alroaia***  ***Islamic Azad University, Semnan, Iran***   1. **Assessing the Effective Use Of Internet Technology In Teacher Training**   ***Muhammad Safdar, Dr.N. B. Jumani, Nazar Abbas Nazar***  ***International Islamic University, Islamabad.***   1. **Human Resource Practices and Enterprise Performance in Small and Medium Enterprises of Pakistan**   ***Muzaffar Asad, Syed Hussain Haider***  ***University of Central Punjab, Lahore, Pakistan***   1. **Factors affecting Brand Loyalty; a perspective of fast food restaurants**   ***Abdul Rehman, Muhammad Zia-ur-Rehman, Dr. Waheed Akhtar*** | | 1. **Corporate Governance in the Islamic Banking Institutions of Pakistan: Waking Legal and Regulatory Challenges**   ***Muhammad Naveed Chohan***  ***COMSATS Institute of Information Technology, Lahore, Pakistan***  ***Muhammad Waheed Chohan***  ***CHOHAN & CHOHAN (A Registered Law Firm in Pakistan)***   1. **Corporate Governance in Family Owned Businesses in Pakistan: A Conceptual Framework**   ***Umar Burki***  ***Vestfold University College, Norway***  ***Muhammad Azeem Qureshi***  ***University College of Applied Sciences, Norway***   1. **Greening of Corporate Governance: Wealth Effects of Sustainability Officer Hiring**   ***Dr. Waqar Ghani, Dr. Rajneesh Sharma and Dr. A.J. Stagliano***  ***Saint Joseph’s University, U.S.A***   1. **How is Corporate Governance utilized to meet the Strategic Marketing Goals of an Organization?**   ***Jami Moiz, Maliha Abidi***  ***Institute of Business Administration, Karachi, Pakistan***   1. **Failure of Corporate Governance at ZARCO Exchange Company (Private) Limited**   ***Saima Husain, Dr. Kamran Siddiqui***  ***Institute of Business Administration Karachi, Pakistan*** | 1. **Investigating the role of stock market and banks for Output Growth: A Time series evidence for Pakistan**   ***Ali Asghar Jilani***  ***Foundation University College of Liberal Arts and Sciences, Rawalpindi, Pakistan***  ***Danish Ramzan***   1. **Does the Loan Loss Provision affect the Banking profitability in case of Pakistan?**   ***Ahmed Raza ul Mustafa***  ***University of Karachi, Karachi, Pakistan***  ***Riaz Hussain Ansari***  ***Bahauddin Zakariya University, Sub Campus Sahiwal, Pakistan***   1. **The role of Innovation in Economic Development of Pakistan**   ***Dr. Saima Nasir, Dr. Tariq Mahmood***  ***Pakistan Council for Science and Technology, Islamabad, Pakiatn***   1. **Primary Education Expansion, Income Inequality and Poverty Reduction**   ***Fakhira Khanam***  ***Management & Development Consultant, Islamabad, Pakistan***   1. **Does The Hedonic Editing Hypothesis hold in Pakistani Stock Exchange?**   ***Muhammad Aftab***  ***Farrukh Iqbal Kayani***  ***COMSATS Institute of Information Technology, Islamabad, Pakistan***   1. **Inference on Stock Performance under Monte Carlo Simulations**   ***Farooq Rasheed & Syed Kashif Saeed***  ***Air University, Islamabad, Pakistan*** |