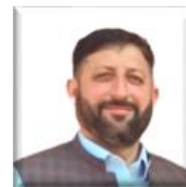


Curriculum Vitae'

Prof. Dr. HAZRAT BILAL



Office Address:

Centre for Management and Commerce, University of Swat, Charbagh District Swat. Khyber Pakhtunkwa
Phone: Cell: 0333 9888 140, 03415671009 E-mail: hbilal@uswat.edu.pk Www.uswate.edu.pk

| Education | | |
|--|--|---------------|
| Degree Title | University | Year |
| PhD Management Sciences | Hazara University Mansehra, Pakistan | March 8, 2017 |
| Thesis Title: <i>The moderating role of HR practices on the association of Employee Engagement and Job Performance</i> | | |
| MBA Finance and Management | Management School, University of Liverpool England | Sept. 2004 |
| MBA Finance | IBMS Agricultural University, Peshawar | Jan. 2003 |
| BBA | IBMS Agricultural University, Peshawar | Sept. 2001 |

| Experience | | | | |
|-----------------------------------|-----|---|----------------|----------------|
| Job Title | BPS | Organization | From | To |
| Professor | 21 | Centre for Management and Commerce University of Swat | Dec 29, 2023 | Date |
| Director | | Ditto | April 29, 2021 | Date |
| Director OMO | | Open and Distance Learning (ODL) Management Office | Sept. 18, 2024 | Date |
| Director Admin and Admin. Officer | | University of Swat | April 04, 2023 | Date |
| Director Alumni Relations | | University of Swat | July 03, 2023 | Date |
| Training Coordinator | | National Out Reach Program for Higher Education Faculty, NAHE, HEC and University of Swat | 04 Sept, 2024 | Date |
| Associate Professor | 20 | Ditto | April 12, 2021 | Dec 28, 2023 |
| Assistant Professor | 19 | Ditto | July 19, 2010 | April 11, 2021 |
| Head of Department | | Institute of Cultural Heritage, Tourism and Hospitality Management, UOS | Nov 22, 2019 | Apr 19, 2021 |
| Head of Department | | Centre for Management and Commerce, University of Swat | July 19, 2010 | July, 2016 |

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|--|-----------|--|----------------------|-----------------------|
| Assistant Professor | 19 | <i>Business Administration Department, Peshawar Campus of Iqra University (Now Iqra National University)</i> | Jan, 2008 | July 2010 |
| Head of Department | | <i>Business Admin Department, Peshawar Campus of Iqra University (Now Iqra National University)</i> | June, 2009 | July, 2010 |
| Lecturer | 18 | <i>Business Administration Department, Peshawar Campus of Iqra University (Now Iqra National University)</i> | May, 2006 | Dec, 2007 |
| Provost | | <i>University of Swat</i> | March, 2022 | Feb, 2023 |
| Focal Person | | <i>Youth Development Center University of Swat</i> | Jan. 2022, | May, 2023 |
| Campus Coordinator | | <i>Sangota Campus, Six Departments, UOS</i> | Nov 22, 2020 | April 19, 2021 |
| Director Administration | | <i>University of Swat</i> | Oct 18, 2018 | May 23, 2019 |
| Director Campuses | | <i>Main and Women Campuses</i> | July 27, 2018 | May 23, 2019 |
| Director | | <i>Shangla Campus</i> | July 27, 2018 | Oct 24, 2018 |
| Director | | <i>Women Campus</i> | Feb 8, 2018 | April 20,2018 |
| Director | | <i>Shangla Campus</i> | Feb 8, 2018 | April 20,2018 |
| Provost | | <i>University of Swat</i> | Dec 2016 | April, 2018 |
| Departmental Semester Coordinator | | <i>Centre for Management and Commerce (UOS)</i> | June, 2012 | Sept 2013 |
| Campus Coordinator | | <i>Sector D (Thirteen Departments)</i> | Dec, 2016 | Sept,2017 |
| Campus Coordinator | | <i>Sector D (Thirteen Departments)</i> | April, 2016 | July, 2016 |
| Campus Coordinator | | <i>Baligram, Saidu Campus (Six Departments)</i> | Oct, 2014 | March, 2016 |
| Chief Proctor | | <i>University of Swat</i> | Oct, 2014 | July, 2016 |
| Chief Proctor | | <i>University of Swat</i> | Nov.2010 | August, 2013 |
| Administrative Officer (Overall Admin Head) | | <i>University of Swat</i> | April, 2013 | July, 2014 |

| | | | |
|---|--|-----------------------|------------------------|
| Admission Officer / Overall In charge | <i>For First Session, University of Swat</i> | Session, 2010 | (First Session) |
| Adjunct Faculty | <i>Institute of Management Studies, University of Peshawar</i> | Sept, 2006 | June, 2009 |
| Integrated Personnel System Administrator/ Admin Assitan | <i>Central Manchester and Manchester Children's Hospital, NHS Trust (Under Hays Admin PLC), England</i> | April, 2005 | Dec, 2005 |
| Training Supervisor | <i>Breakthrough UK, Manchester, England (Under Hays Admin PLC), England</i> | February, 2005 | April, 2005 |
| Customer Credit Advisor (Twilight) | <i>British Gas (Under Blue Arrow Recruitment Agency), Manchester England</i> | Nov. 2004 | April, 2005 |
| Social and Support Worker | <i>Equilibrium Health Company (Oakland Residential Homes), Ashborn Nursing Homes Plc, Holland Nursing Homes Bolton, Alexandra Nursing Homes Manchester</i> | June 2004 | Dec. 2005 |

Projects Completed

- Research Project under start-up research Grant awarded on August 22, 2017 by HEC and Completed as a Co-PI with a Research Grant of Rs. 0.315 million.
- Research Project under start-up research Grant awarded on February 22, 2019 by HEC and Completed as a Co-PI with a Research Grant of Rs. 0.366 million
- Training Coordinator University of Swat National Outreach Program for Higher Education, National Academy of Higher Education (NAHE), HEC, Worth 3.5 million

Member of Statutory Bodies

- Syndicate elected member in capacity of Director May 23, 2024 for term of three years
- Senate elected member in capacity of Professor May 23, 2024 for term of three years
- Financial and Planning Committee, University of Swat
- Academic Council, University of Swat.

Member of Board of Faculties and ASRB

- Board of Faculties of Social and Management Sciences, University of Swat
- Board of Faculties of Physical and Numerical Sciences, University of Swat
- Member of Advanced Studies Research Board, University of Swat

Member of Graduate Studies Committee

- Convener of Graduate Studies Committee, Center for Management and Commerce
- Member of Graduate Studies Committee, Department of Media and Mass Communication, University of Swat
- Member of Graduate Studies Committee, Department of Economics and Development Studies.

Member and Chairperson of Board of Studies

- Member Boar of Studies Department of Urdu from March 11, 2024 to March 10, 2027
- Member Boar of Studies Department of Pashto from March 26, 2024 to March 25, 2027

- iii. Chairperson Board of Studies, School of Management and Commerce, University of Swat dated April 23, 2022 for the term of three years.
- iv. Member of Board of Studies, Department of Management Sciences, Riphah International University, Chakdara Campus, Dir
- v. Member of Board of Studies of Department of Commerce and Management, Malakand University, 2022 to 2025
- vi. Member of Board of Studies for Institute of Economics, Social and Development Studies dated July 24, 2013 for the term of three years, UOS
- vii. Member of Board of Studies of Centre for Education and Staff Training dated September 09, 2013 for the term of three years, UOS
- viii. Member of Board of Studies for the Discipline of Journalism and Mass Communication dated September 13, 2013 for the term of three years, UOS
- ix. Member of Board of Studies, Center for Management and Commerce, University of Swat dated March 14, 2017 for the term of three years.
- x. Member of Board of Studies of Centre for Education and Staff Training dated May 02, 2017 for the term of three years, UOS
- xi. Member of Board of Studies for Institute of Economics, Social and Development Studies dated May 18, 2018 for the term of three years, UOS
- xii. Chairperson Board of Studies, School of Management and Commerce, University of Swat dated April 23, 2013 for the term of three years.

International Conferences Organized

- Chief Organizer of 1st International Conference on “Innovation, Sustainability and Digital Transformation: A way forward for Sustainable Business” organized from 24 August, 2024 to 26 August, 2024. Funded by HEC Rs. 0.7 million and University of Swat Rs. 0.5 million, Sponsored by: Bangor University UK Rs.0.2 million, Right 4 Migrants Rs. 0.2 million, Alhabib Bank 0.1 million, Youth Affairs Swat Rs. 0.03 million, ecs Rs. 0.1 million.

Seminars, Conference, Workshop and Trainings

- Participated in USAID’s Higher Education System Strengthening Activity on Student Support Service Annual Summit, July08-13, 2024,
- 3-days training on Entrepreneurship Development Training (EDT) under “ Local Economic Development Through Entrepreneurship (LEDE)” “ GAON KI ROSHNI” (DA KALI RANRA) Project held from 18th – 20th December, 2023.
- Participated in USAID’s Higher Education System Strengthening Activity on Student Support Service Annual Summit, June 20-23, 2023,
- Participated in “Participation of Legal Education in Pakistan” Seminar organized by Department of Law and Shariah, University of Swat May 2023.
- Participated in USAID’s Higher Education System Strengthening Activity “Student Support Services Annual Capacity Building & Knowledge-Sharing Summit”, July 26 -28, 2022, Islamabad.
- Participated in College Faculty Capacity Building Program organized by Postsecondary Education Reform Unit (PERU), Higher Education Commission Islamabad on June 1-2, 2022.

- Two days long knowledge transfer workshop on Microsoft Dynamics 365 for Finance and Operations held on line on MS Teams from October 6th to 7th , 2020.
- Tour Operator 15 days Training arranged by Hasho Hunar Training Center - Chitral, Hasho Foundation from June 17 to July 7, 2020.
- Participated in Seminar of Kashmir Solidarity Day , held on February 5, 2019.
- National Curriculum Revision Committee (NCRC) Higher Education Commission at HEC Regional Centre Karachi from November 22-24, 2018.
- Participated in seminar on Prevention and Control of Mosquito-Borne Diseases (Dengue and Malaria) on April 25, 2018.
- Member of organizing committee in 2nd International Conference on Conservation of Medicinal and Aromatic Plants for Improving the Livelihood of Mountain Communities Through Industrial Linkages organized by Centre for Plant Sciences & Biodiversity, University of Swat in collaboration with Higher Education Commission (HEC) from September 03-05, 2018.
- Three days training on Research Methodology under Transforming English Language Skills, held at PTCL campus Hall, University of Swat from August 08-10, 2018
- Organized Academic and Cultural Expo. 2018, University of Swat on April 24, 2018
- Two days training SPSS and STATA software organized under USAID Agricultural Innovation Program (AIP) for Pakistan by CIMMYT International in collaboration with University of Swat, Sept, 2017
- Participated in International Conference on Strengthening Business Schools through Partnerships, 3rd Deans and Director s Conference, 2016 organized by National Business Accreditation Council, Pakistan from 17th to 18th February, 2016.
- One-day training of Presiding Office and Assistant Presiding Officers – LGE, KPK 2015, organized by the Election Commission of Pakistan
- Two days’ workshop on Strategic Management for HoDs HEIs of Pakistan under Modern University Governance Program (MUG) HEC in collaboration with British Council dated May 05, 2015.
- Two days’ workshop Quantitative Data Analysis using SPSS and AMOS organized by Institute of Management Sciences, Kohat University of Science and Technology, Kohat in collaboration with Higher Education Commission from 2nd to 3rd April, 2014.
- National Business Accreditation Council Presentation at the HEC on February 2, 2012.
- First Aid to the injured w/o CPR training organized by Pakistan Red Crescent Society, Khyber Pakhtunkhwa Branch, from 20th to 21st September, 2012
- Professional Competency Enhancement Program for Teachers (PCEPT) organized by National Academy of Higher Education from July 04 to Aug.04, 2011
- External Training officer who provided Training to Credit officers from all branches of Khyber-Pakhtunkhwa about Analysis of Corporate Financial Statements for lending decisions in April 2007 and 2009.

International Collaboration

- Focal Person, University of Swat for USAID's Higher Education System Strengthening Activity (HESSA) is a 5-year partnership between the government of Pakistan and the United States. It includes partnerships with 16 Pakistani universities. The project is of US \$19-million (2021- 2026)

Focal Person, Organizer, Chairperson, Training Coordinator

- Training Coordinator for National Outreach Program for Higher Education Faculty, Organized by National Academy of Higher Education (NAHE), HEC Islamabad in Collaboration with University of Swat. Participated 8 lecturers and 24 Assistant Professor from 04/11/2024 to 30/11/2024.
- Organizer of Seminar on “Hart’s Rule of Recognition a Critical, Evaluation” Department of Law and Sharia, University of Swat, 2020
- Focal person for Training Workshop on SPSS, E-views and STATA (2018)
- Focal Person for Kamyab Jawan Markaz (Youth Development Center).

Convener Of Committee

- University of Swat Project Inspection Committee approved by Senate, University of Swat
- Convener of Adoption of HEC Under graduate policy 2023, onwards
- Convener of House Allotment Committee for BPS 17 and 18
- Convener of Purchase for Youth Development Center
- Convener of University Study Leave Committee
- Convener of arrangement of MDCAT Test Management Committee held on November 26, 2023.
- Convener of many Spot Purchase Committees
- Convener of Transport facilities Committee
- Convener of PSO contract Assessment Committee
- Convener of Bus Purchase Committee for Women Campus
- Convener of Laptop Distribution Ceremony of Prime Minister Youth Laptop Scheme.
- Committee to formulated a specific strategy for development of required skills in the student / youth aligned with international demand and to evolve a bilateral institutional mechanism to facilitate the flow of human resource dated November 23, 2018
- Internal Financial Management Committee dated November 09, 2018
- Committee for automation of University system, dated October 29, 2018
- Exchange / Swap of land at University site Charbagh dated October 22, 2018
- Overall facilitation of the University Academic and Administration related to students dated October 22, 2018
- Internal Monitoring Committee for the University of Swat Project dated October 05, 2018
- To monitor over all activities of the project “ Establishment of University of Swat” dated September 19, 2018
- Committee for proposing new name and rules regulations for college of Home Sciences, University of Swat dated 29/08/2018
- Committee to submit proposal for provision of Special Allowance to Drivers of heavy Vehicles dated 28/8/2018.
- Committee for salary structure analysis in the light of sister universities in respect of contract employee of University of Swat dated:01/08/2018

- Procurement Committee for Goods from August 01, 2018 to November 19, 2018
- Reception and Seating and Registration Committee for 2nd International Conference on “ Conservation of Medicinal and Aromatic Plants for Improving Livelihood of Mountain Communities through Industrial Linkages” Organized By Centre for Plant Sciences and Biodiversity dated 3 – 5 September, 2018
- Stage and Hall Management Committee for 2nd International Conference on “ Conservation of Medicinal and Aromatic Plants for Improving Livelihood of Mountain Communities through Industrial Linkages” Organized By Centre for Plant Sciences and Biodiversity dated 3 – 5 September, 2018
- Committee to propose Fee Revision Structure for University of Swat dated April 03, 2018
- Market and Food Management Committee dated March 20, 2018
- Committee for cost and benefit analysis of the Female Hostel of the Govt. Post Graduate Jahanzeb College, Saidu Sharif Swat and Prepare MoU with Principal of the stated College, dated March 13, 2018
- Committee to Streamline and Frame Rules and Regulations for operation of the transport facility at University of Swat dated March 12, 2018
- Strategic Planning Committee for Hiring Staff for University of Swat dated February 09, 2018
- Central Committee for recommendation of visiting faculty members for all departments of University of Swat dated January 31, 2018.
- Hiring of Council of three members for land cases, Student Affairs Cases and Service Cases, dated January 30, 2018
- Vetting of MoUs/SoPs received from Govt. of Khyber Pakhtunkhwa, Higher Education, Archives and Libraries Department to be signed with Agriculture, Livestock and Conservative Department dated January 30, 2018
- Proper distribution / calculation of profit rates (Markup) of General Provident Fund in respect of the subscriber of University of Swat dated January 19, 2018
- Under Graduated Program Prospectus Committee dated January 16, 2018
- Women Campus Management Committee dated January 03, 2018
- Shangla Campus Management Committee dated January 03, 2018
- Committee for purchase of CCTV system for all campuses of University of Swat dated October 12, 2017.
- Committee for preparing Academic Calendar (2017 -18) dated August 01, 2017.
- Committee to analyse the student’s requests regarding launching FA (Arts) and F.Sc (Computer Science) in College of Home Sciences dated June 05, 2017.
- Review of Admission Policies 2017-18 dated May 03, 2017.
- Celebration of Green Day Pakistan date March 08, 2017.
- Works and Maintenance Inspection Committee dated January 16, 2017.
- Preparing of Student Handbook, University of Swat dated October 25, 2016.
- TORs for establishment of Anti-narcotics Society at University of Swat dated February 15, 2016.
- Provision of Transport facility to University employees dated February 09, 2016.
- Stage and Hall Designing Committee for the First Convocation 2017, dated October 05, 2016.
- Discipline Committee for Academic Expo-2013
- Event Organizing Committee Academic Expo, 2012.
- Disciplinary Committee dated 23/02/2012 for the term of two years
- Inspection Committee for Purchase and Maintenance dated 21/06/2011
- Demonstration of Lecturer (BPS 18), in Management Sciences dated September 16, 2011.
- Purchase Inspection Committee dated 05/05/2011
- Proctorial Board dated 02/11/2010

Subject Taught to BS Tourism

- **Hotel Management**, Business Finance, Financial Management, Corporate Finance, Investment and capital Markets, Principles of Accounting, Financial Accounting, Cost Accounting,

- **Event Management**, Principles of Management, Human Resource Management, Training and Development
- **Tour Operator**, Organizational Behavior, Consumer Behavior, Research Methodology, Micro Economics, Macro Economics,
- **Introduction to tourism**, Principles of Marketing, Marketing Management, Brand Management
- **Tourism Management**, Entrepreneurship, Small and Medium Enterprises.

Subject Taught to BBA, BS Economic and BS English

- | | |
|---------------------------------------|--|
| 1. Financial Accounting – I | 15. Principles of Marketing |
| 2. Financial Accounting -II | 16. Organizational Behavior |
| 3. Business Finance | 17. Organizational and Consumer Behavior |
| 4. Financial Management | 18. Training and Development |
| 5. Corporate Finance | 19. Business Research |
| 6. Derivatives and Financial Markets | 20. Research and Report Writing |
| 7. International Financial Management | 21. Introduction to business |
| 8. Financial Risk Management | 22. Entrepreneurship |
| 9. Treasury and Fund Management | 23. Corporate Financial Management |
| 10. Money and Banking | 24. Companies Law |
| 11. Micro Economics | 25. Advance Accounting |
| 12. Macro Economics | 26. Cost Accounting |
| 13. Business Economics | 27. Dark Tourism |
| 14. Human Resource Management | 28. Tourism Destinations |
| 15. Principles of Management | 29. Project Management |
| 16. Consumer Behavior | |

Subject Taught to MBA, MS and PhD Level

- | | |
|---|--|
| 1. Strategic management | 2. Strategic Finance |
| 3. Strategic Marketing | 4. Strategic Human Resource Management |
| 5. Advanced Research | 6. Advanced Research Methodology for Social Sciences |
| 7. Research Methodology for Social Sciences | 8. Contemporary Issues in Management |
| 9. Advanced Contemporary Issues in Management | 10. International Business |

Students Supervised at MBA, MS and PhD Level

1. Malak Abid Ali (2022 -24) MS
Topic: Impact of Internal and External Factors on Bank Performance
2. Mian Qaisar (2022 -24) MS
Topic: Impact of Behavioral Biases or Factors on Investment Decision Making: A Moderation Analysis
3. Azmat Ali Khan (2015-17) MBA
Topic: Retaining talented employees through job fit, recognition and remuneration and training and development: a quantitative survey at Saidu Medical College, Swat
4. Arsalan Khan, (2017 – 19) MBA
Topic: The impact of Job stress on organizational commitment, employee performance and employee motivation
5. Aftab Alam (2016-18) MBA

Topic: Comparative study of financial Performance of Islamic Banking Vs Conventional Banking in Pakistan

6. Anees Gul (2018-20)

Topic: Relationship between Organizational Justice and Employee Work Outcomes in banking sector in Khyber Pakhtunkhwa

7. Usama (2019-21) MBA

Topic: Impact of behavioral factors influencing individual decision making: a study of pakistan stock exchange

8. Sumbal Shah (2019 -21) MBA

Topic: Influence of employee motivation through employee commitment; the moderating role of an affective training program

9. Luqman Khan (2018 -20) MBA

Topic: Assess the relationship between abusive supervision and turnover intention of employee

10. Zia Ullah Khan (2013 -15) MBA

Topic: The impact of corporate governance on the working capital management (A Case of Firms listed at the Karachi stock exchange)

PhD Thesis Evaluated

1. Saqib Shahzad. (09/02/2024)., Factors Affecting Workplace Behavior Of Employees: A Case Study Of Degree Awarding Institutions Khyber Pakhtunkhwa” *Institute Of Business Studies And Leadership Faculty Of Business And Economics Abdul Wali Khan University Mardan Pakistan*
2. Fawad Rauf, (2021)., **PhD Thesis** “Determinants of Corporate Social Responsibility Disclosure in the Chinese context: Interplay of Firm’s and Executive’s Characteristics” *Open University, The Netherland*
3. Ahmad Saeed (23/09/2021)., **PhD Thesis** “Stochastic Behavior of Stock Market Prices: A Myth or Reality (An Empirical Analysis of Pakistan Stock Market), *IBA, Gomal University, D.I. Khan*
4. Masood Akhtar (28/02/20221)., **PhD Thesis** “Impact of Quality Work Life (QWL) on Individual Work Performance (IWP) of Healthcare Providers: A Moderation Analysis (A Survey of Public Sector Hospitals in Khyber Pakhtunkhwa)”. *IBA, Gomal University, D.I. Khan*
5. Raheel Ali Gohar (04/12/2021)., **PhD Thesis** “: Impact of Organizational Justice on Relationship Between Talent Management and Employees’ Retention”. *IBA, Gomal University, D.I. Khan*
6. Sabir Hussain (28/02/2021)., **PhD Thesis** “Investigating The Role Of Perceived Social Support In Relationship Between Work Family Conflict And Individual Work Performance (A Survey Of Clinical Staff In MTI Hospitals Of Kpk, Pakistan)”. *IBA, Gomal University, D.I. Khan.*
7. Waqas Ali. (07/11/2021)., **PhD Thesis** “ Role of Leadership Styles on Followership: The Mediating Role of Trust (a survey of banks in southern areas of khyber pakhtunkhwa)”. *IBA, Gomal University, D.I. Khan.*
8. Sana Amin (11/12/2023)., **PhD Thesis** “Chronicle of currency collapses and the effects of currency devaluation on economic growth.(A Case of SAARC Countries)” *IBA, Gomal University, D.I. Khan.*

Research Publications

1. Ullah, R., Bilal, H., Shaheen, N., Hussain, A., Jan, A. S., & Khan, N. U. (2024). Unlocking Employees Creative Potential: The Role of Self-Efficacy and Innovation in Sustainability. *Journal for Social Science Archives*, 2(2), 255-264.

2. Hussain, A., Bilal, H., Shaheen, N., Ullah, R., Jan, A. S., & Mateen, A. (2024). Investigating the Impact of E-Learning on Employees' Performance and Work Commitment: A Case Study of Private Sector School and College Employees in SWAT. *Journal for Social Science Archives*, 2(2), 225-231
3. Ali, S., Bilal, H., & Sabir, S. (2024). The Effect Of Job Attitudes On Employees'knowledge Sharing Behavior In Telecommunication Sector Of Pakistan. *Journal of Social Research Development*, 5(1), 63-73.
4. Shah, S. A., Bilal, H., & Sanober, I. (2024). Nexus Between Service Quality & Customer Loyalty: Mediating Role Of Customer Satisfaction In Banking Sector. *Journal of Social Research Development*, 5(1), 37-46.
5. Khan, M. A., Bin,M., Wang, C., Bilal, H., Khan, A, A., Ullah, I., Iqbal, A., and Rahman, R, U. (2023). Impact of R&D on Firm Performance: Do Ownership Structure and Product Market Competition Matter?. *Sage Open*, October –December, 1-17.

Category: W, Impact Factor: 2.47

6. Khan, W., Haider, T., & Bilal, H. (2023). The Impact of Brand Awareness and Perceived Quality on Purchase Intention: A Case Study of Consumers Choice of Selecting Soft Drink in Swat Region. *Journal of Business and Management Research*, 2(2), 540-556.
7. Imran, M., Ali, A., & Bilal, H. (2023). An Investigation On Workplace Incivility And Non-Work-Related Presenteeism In Health Care Centres. *Journal of Social Research Development*, 4(3), 589-596.
8. Ali, S., Yuefang, D., Bilal, H., & Ramsey, T. (2022). From displacement to resettlement: the stakeholder's strategies to mitigate impoverishment risks of the Ghazi Barotha Hydropower Project Pakistan. *Impact Assessment and Project Appraisal*, 1-15.

Category: W, Impact Factor: 2.09

9. Hussain, I., Hussain, J., & Bilal, H. (2022). An analysis of the success of fiscal adjustment in reducing public debt: Evidence from Pakistan. *PloS one*, 17(6), e0269536.

Category: W, Impact Factor: 3.04

10. Pirzado, Ali Akbar. ⁵Bilal,H.,(2021) "Opinion of People About Land Valuation With Social Welfare in Taluka Qasimabad Hyderabad, Sindh, Pakistan." *Linguistica Antverpiensia* (2021): 1503-1515.

Category: W, Impact Factor: 0.81

11. Yuefang, D., Ali, S., & Bilal, H. (2021). Reforming benefit-sharing mechanisms for displaced populations: evidence from the Ghazi Barotha Hydropower Project, Pakistan. *Journal of Refugee Studies*, 34(3), 3511-3531.

Category: W, Impact Factor: 1.80

12. Bilal, H., Ahmad, A., Bibi, P., & Ali, S. (2021). Evaluating On-The-Job Training Effect on Employees' Satisfaction the SMEs Sector of Malakand Division, Pakistan. *Review of Applied Management and Social Sciences*, 4(1), 145-156.
13. Ahmad, A., Bibi, P., Bilal, H., & Hussain, J. (2021). Effect of Favourable Environment on Employee Commitment in the Service Context. *Pakistan Journal of Social Sciences (PJSS)*, 40(4).
14. Bilal, H., Ahmad, A., & Bibi., P. (2021). An Empirical Investigation of the Impact of Intrinsic Rewards on Employees Loyalty. *Internal Review of Management and Business Review*. 10 – 01 (2), 296 -303

15. Hussain, J., Bibi, P., Ahmad, A., & Bilal, H. (2021). Disintegrated Market Orientation and Firm Performance: Moderating Effect of Entrepreneurial Orientation. *Journal of Accounting and Finance in Emerging Economies*, 7(1), 155-168.
16. Ali, D., Alam, M., & Bilal, H. (2021). The Influence of Service Quality, Price, and Environment on Customer Loyalty in the Restaurant's Industry: The Mediating Role of Customer Satisfaction. *Journal of Accounting and Finance in Emerging Economies*, 7(1), 143-154.
17. Khan, F., Zahra, T., Bilal, H., Sufyan, M., & Naz, A. (2021). Does Job Engagement Mediate the Relationship between Job Demands and Organizational Commitment of Academicians at Institutions of Higher Education Commission in Pakistan? *Elementary Education Online*, 20(5), 3533-3541.
18. Bilal, H., Ali, S., Ali, N., Rukh, L. (2021). The Mediating Role of the Emotional Intelligence in the Organizational Justice and Contextual Performance Relationship of Administrative Staff in Pakistan. *South Asian Journal of Management Sciences*, 15(1), 17 -28.
19. Zeeshan, M., Han, J., Alam Rehman, Bilal, H., Farooq, N., Waseem, M., Hussain, A., ... & Ahmad, I. (2021). Nexus between Foreign Direct Investment, Energy Consumption, Natural Resource, and Economic Growth in Latin American Countries. *International Journal of Energy Economics and Policy*, 11(1), 407 -416.
20. Ahmad, A., Bibi, P., Bilal, H., & Hussain, J. (2020). Effect of Favourable Environment on Employee Commitment in the Service Context. *Pakistan Journal of Social Science*, 4(4),1723-1730.
21. Ahmad, A., Bilal, H., Bibi, P., & Hussain, J. (2020). The Moderating Effect of Special Peer Support on the Relationship Between Remuneration and Employee Commitment. *Journal of Accounting and Finance in Emerging Economies*, 6(4), 1033 – 1040
22. Ahmad, A., Bilal, H., Bibi, P., & Hussain, J. (2020). Empirically Investigating the Moderating Impact of Special Peer Support on the Relationship of Management Support and Employee Work Attitude. *Review of Education, Administration & LAW*, 3(3), 411-419.
23. Ahmad, A., Bibi, P., Bilal, H., & Hussain, J. (2020). Impact of Management Support on Employee Commitment in Hotel Sector. *Review of Applied Management & Social Science*, 3(3), 391-397.
24. Ali, S., Bilal, H., Ahmad, A., & Hussain, J. (2020). Major Barriers to Manufacturing SMEs Growth and Survival: Evidence from Emerging Economy Pakistan. *Review of Economics and Development Studies*, 6(4), 845-856.
25. Bibi, P., Bilal, H., Ahmad, A., & Hussain, J. (2020). Effect of Remuneration on Employee Commitment: Empirical Evidence from Hotel Industry. *Journal of Accounting and Finance in Emerging Economies*, 6(4), 1069 -1075.
26. Ahmad, A., Hayat, U., Ali, S., Bilal, H., Ali, N., Khan, K, M., & Khan, K. (2020). [Descriptive Analysis of Water Resources in Pakistan: A Perspective of Climate Change](#). *Journal of Innovative Sciences*, Vol.6, Iss.2, Pages 77-89
27. Ahmad, A., Bibi, P., & Bilal, H. (2020). Impact of Training and Development and Supervision Support on Organizational Effectiveness. *Journal of Accounting and Finance in Emerging Economies* 6 (3), 831-837
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Conference Paper

- Bilal, H., & Mateen, A. (2018). The mediating effect of Knowledge Management System and Learning Culture on Human Capital Development. International Conference on Advances in Business Management and Information Technology (ICABMIT). March 5th and 6th, 2018.

HEC Approved Supervisor

- HEC Approved PhD Supervisor in the discipline of Management Sciences & Business Education from November 09, 2020 to 08 November, 2023
- HEC Approved PhD Supervisor in the discipline of Management Sciences & Business Education from November 10, 2023 to November 09, 2026.

Languages and Other Skills

- Good Communication Skills in English, Urdu and Pushto.
- Good in MS Office, SPSS, AMOS, STATA, Peach Tree, E Views and AI

- Certificates in Moving and Handling, CPR, Food and Hygiene, Health and Safety.
- National Cadet Corp Certificate (First Aid, Fire Fighting, Health and Safety, Camouflage).