



IQRA
UNIVERSITY **IU**



INTERNATIONAL CONFERENCE ON MANAGEMENT, EDUCATION AND SOCIAL SCIENCES RESEARCH

EMERGING NATION'S PERSPECTIVE

April 4-5, 2015
Arts Auditorium, University of Karachi



Jointly organised by Iqra University & Faculty of Social Sciences, University of Karachi



I Q R A
UNIVERSITY IU



**INTERNATIONAL CONFERENCE ON MANAGEMENT,
EDUCATION AND SOCIAL SCIENCES RESEARCH**

APRIL 4-5, 2015

ICMESSR-2015

International Conference on Management, Education and Social Sciences Research “Emerging Nation’s Perspective”

Faculty of Education &
Faculty of Management Sciences,
Iqra University

Faculty of Social Sciences,
University of Karachi

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UNIVERSITY OF KARACHI

At the time of creation of Pakistan as a sovereign state in 1947, Higher Education Institutes and Research facilities were negligible. Responding to the impending requirement of higher learning, Pakistan started establishing relevant educational institutions of higher learning and thus the sector underwent rapid modernization. The University of Karachi was established by an act of Pakistan parliament in June, 1951. The present campus, to which the University shifted in 1959, is spread over 1279 acres of land, situated 12 Km away from the city center.

Today the University is recognized as a premier center of learning and research. A number of scientists and scholars affiliated with the University are working at important positions both within and outside Pakistan and have won recognition and acclaim. One of Karachi University's Institutes has got the distinction of being made the Center of the Third World Academy of Sciences. Students from several foreign countries are pursuing Masters and Doctorate degrees. Owing to its high academic and research standards, a large number of students from Karachi and other parts of the country seek admission here. Keeping in view the number of applicants, the University has started evening classes in several departments at BS and Masters Levels. Subsequently, a Directorate of Evening Program was established to control and run Evening Program.

At present teaching at the University campus is conducted under six faculties: Faculty of Social Sciences, Faculty of Science, Faculty of Islamic Studies, Faculty of Management & Administrative Sciences, Faculty of Engineering and Faculty of Pharmacy. There are over 52 departments and 19 research institutes/centers, which are imparting education to more than 24,000 students including students from foreign countries. The faculty comprises more than 700 highly qualified and experienced teachers; many of whom have obtained higher degrees from abroad and enjoy a high repute internationally. The non-teaching staff comprises more than 1700 personal to help with administrative and other matters.

The University of Karachi is also an affiliating and examining body. Currently, 145 colleges and institutions are affiliated with the University. Not only the program of studies for these institutions are approved by the University but examinations are also conducted under its auspices. The University conducts examinations of about 150,000 students studying in these colleges/institutes, prepares their results and award degrees.



IQRA UNIVERSITY

Iqra University traces its geneses to January 1998, when it started its operations in Karachi. The Government of Sindh chartered the University; vide Sindh Ordinance VI of 2000. Currently, Iqra University has campuses in all Provincial Capitals of Pakistan. Recently, HEC has awarded category W4, to Iqra University because of its highly sophisticated infrastructure and state of the art academic/research facilities.

The University is the brainchild of Mr. Hunaid Hussain Lakhani, Chancellor of Iqra University, whose aim was to form an institution of higher learning that could provide quality education to students in Pakistan.

Thousands of students are studying in disciplines such as, Education, Computer Science, Information Technology, Development Studies, International Relations, Media Science, Fashion Design, Engineering and Management Sciences.

Graduate, undergraduate, post-graduate, research and continuing education programs are offered in all disciplines including Education, Electrical Engineering, Computer Science, Business Administration, International Relations, Development Studies, Fashion Design and Textile Design. The programs in these disciplines are conducted under the supervision of a highly qualified, professional and motivated Faculty. The university curricula are not only competitive but also in line with academic practices globally.

University facilities include a well-stocked library, state of the art computing facilities, well equipped teaching labs, central air-conditioned classrooms equipped with the latest audio-visual aids, an auditorium, a seminar room, sports facilities and a prayer hall.

Conference Program

| Time | Saturday, April 4, 2015 |
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| 08:45 - 09:15 am | Registration |
| | Inaugural Session |
| 09:15 am | Venue: Arts Auditorium Session Host: Ms. Nadia Rahim |
| 09:20 am | Recitation from The Holy Quran by Mr. Ameen Ullah Sheikh |
| 09:25 am | Welcome Address by Prof. Dr. Moonis Ahmar, Meritorious Professor, Dean Faculty of Social Sciences, University of Karachi |
| 09:35 am | Keynote Address: Leading by Exchanging Currencies Prof. Dr. Mahfooz A. Ansari, University of Lethbridge, Canada |
| 10:05 am | Address by Chief Guest Dr. Ishrat Husain, Dean & Director, Institute of Business Administration |
| 10:15 am | Presidential Address by Mr. Hunaid Hussain Lakhani, Chancellor, Iqra University, Karachi |
| 10:20 am | Presidential Address by Prof. Dr. Muhammad Qaiser, Vice Chancellor, University of Karachi |
| 10:25 am | Vote of Thanks by Prof. Dr. Capt. (R) U. A. G. Isani, Vice Chancellor, Iqra University |
| 10:30 - 11:00 am | TEA & COFFEE BREAK |
| 11:00 am - 12:00 pm | <p>Theme: Conceptual Discourse in Contemporary Social Sciences Venue: Arts Auditorium Session Coordinator: Mr. Imtiaz Arif Session Chair: Prof. Dr. Mahfooz A. Ansari</p> <p>Plenary I Title: The Interaction Between Globalization & Financial Development: Evidence from Panel & Causality Analysis Author: Magda Kandil Affiliation: Chief Economist, Central Bank of the U.A.E</p> <p>Plenary II Title: A Sundered Tradition: Retrieving Critical Intellectual Tradition in Pakistan, Turkey, Bosnia and Morocco Author: Iftikhar H. Malik Affiliation: Fellow, Royal Historical Society, Bath Spa University, United Kingdom</p> <p>Plenary III Title: The Case for Critical Peace Education Author: Victoria Fontan Affiliation: American University of Duhok, Kurdistan Region, Iraq</p> |

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| 12:00 pm - 01:30 pm | <p align="center">Parallel Session I</p> <p>Venue: Arts Auditorium Session Coordinator: Dr. Naeem Ahmed Session Chair: Dr. Tariq Rehman</p> |
| | <p>Paper I : Pakistan's Future Security Challenges and Way Forward; Ayaz Khan</p> <p>Paper II: The 21st Amendment and Constitutional Rights; Sehar Sabir</p> <p>Paper III: Syntactic Errors in Written English; Sameera Sultan</p> <p>Paper IV: The Reliability of Alliances on Korean Peninsula in Post-Cold War Period; Shah Rukh Hashmi</p> <p>Paper V: Innovative Model of New Offerings in UoK; Shuaib Ahmed Soomro</p> <p>Paper VI: Recovery Strategies of Post Flood Victims; Asma Parveen</p> |
| 12:00 pm - 01:30 pm | <p align="center">Parallel Session II</p> <p>Venue: Council Room, Dean Faculty of Social Sciences Session Coordinator: Ms. Huma Nadra Qureshi Session Chair: Dr. Sakina Riaz</p> |
| | <p>Paper I: The Difficulties of English Essay Writing in Grade 11'12 ESL/EFL Learners an Overview of Current Problems and their Causes; Shahla Naz</p> <p>Paper II: A Psychodynamic Approach to Educational Leadership in Institutions of Pakistan; Kiran Hashmi</p> <p>Paper III: Girls' Access to Primary Education: Causes & Challenges within Slums Karachi; Iffet Sultana</p> <p>Paper IV: Role of Head Teachers to Deal with Conflicts and Crises among Teaching Staff and Students; Jam Muhammad Zafar</p> <p>Paper V: Impact of Teaching Style of University Faculty (permanent and visiting) on Students Learning; Fahim Jilani</p> <p>Paper VI: Analysis of Human Capacity Building through Vocational Education; Rizwana Muneer</p> |
| 12:00 pm - 01:30 pm | <p align="center">Parallel Session III</p> <p>Venue: Dr. Manzoor Uddin Hall, New Classroom Building Session Coordinator: Mr. Farhat Hussain Session Chair: Dr. Arsalan Mujahid Ghouri</p> |
| | <p>Paper I : Disparagement as a Processing Stimulus for Humor in Advertising; Irfan Hameed</p> <p>Paper II: Antecedent to Word of Mouth Communication; Tarique Jalees</p> <p>Paper III: The Impact of Demographic Characteristics of Consumer on Brand Equity, Loyalty and Awareness; R. Maqsood & N. R. Khan</p> <p>Paper IV: Level of Primary School Teachers' Extrinsic and Intrinsic Motivation and Performance; Farida Sheikh</p> <p>Paper V: Indirect Impact of Hedonic Consumption and Emotions on Impulse Purchase Behavior; Mirza Amin ul Haq</p> <p>Paper VI: Impact of Vicarious Role Model on Purchase and Behavioral Intentions Amongst Youngsters of Karachi; M. Zubair Haroon</p> |
| 01:30-02:30 pm | <p align="center">LUNCH & PRAYER BREAK</p> |

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| 02:30 pm - 03:30 pm | <p>Theme: Institutional Manifestation of Contemporary Social Sciences Venue: Arts Auditorium Session Coordinator: Ms. Nosheen Raza Session Chair: Prof. Dr. Moonis Ahmar</p> <p><u>Plenary I</u> Title: Social Science Research In Sri Lanka Author: Sumanasiri Liyange Affiliation: Dean, Management & Finance, SANASA Institute of Business & Development Studies, Sri Lanka</p> <p><u>Plenary II</u> Title: Making The Change From Transmission to Transformation Author: Bernadette L. Dean Affiliation: Director, VM Institute, Karachi</p> <p><u>Plenary III</u> Title: Imagining and Re-imagining the Boundaries Between Universities and Think Tanks Author: Farhan H. Siddiqui Affiliation: Research Fellow, Middle East Research Institute, Erbil, Kurdistan Region, Iraq</p> |
| 03:30 - 04: 00 pm | <p align="center">TEA & COFFEE BREAK</p> |
| 04:00 pm - 05:30 pm | <p align="center">Parallel Session I</p> <p>Venue: Arts Auditorium Session Coordinator: Dr. Iffet Sultana Session Chair: Prof. Dr. Rasul Bakhsh Raisani</p> <hr/> <p>Paper I: Socio-Economic Status of Beggars in Urban Areas and Their Involvement in Crimes; Sakina Riaz Paper II: Attitudes of Children with Disabilities towards Information Technology; Abdul Hameed & Afaf Manzoor Paper III: Early Childhood Development through Parental Involvement Program; Shahida Mohiuddin Paper IV: Effects of Career Conversation on Career Competency of Students at University level; Najmonnisa Paper V: The Study of the Awareness of the Decision Making Factors in Career selection in adolescence; Rizwana Muneer Paper VI: Youth Activism-using it as a Catalyst for Youth Development in Pakistan; Anamta Rafique</p> |
| 04:00 pm - 05:30 pm | <p align="center">Parallel Session II</p> <p>Venue: Council Room, Dean Faculty of Social Sciences Session Coordinator: Dr. Uzma Perveen Session Chair: Dr. Audrey Juma</p> <hr/> <p>Paper I: Learning Organization Orientation in Gender Based Categories of Schools Environment; Martin Thomas Paper II: Effect of School-Based Physical Facilities on Students' Academic Achievement; Asma Afzal Paper III: Quality Assurance Mechanism in Higher Education Institution; Huma Rehman Paper IV: The Lost Promise: Realizing the Need to Generate a Passion of Teaching; Uzma Khalid Ghori Paper V: Assessing Teachers' Emotional Burnout State: Development of a Measure; Faiza Shaheen Paper VI: Achievement and Retention Level of Grade 9 Biology Students; Shabroz</p> |

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| | <p style="text-align: center;">Parallel Session III</p> <p>Venue: Dr. Manzoor Uddin Hall, New Classroom Building Session Coordinator: Ms. Quratulain Shah Session Chair: Mr. Salman Abbasi</p> |
| 04:00 pm - 05:30 pm | <p>Paper I: Current Practices in Early Education; Kazim Jamani Paper II: Product Aesthetics and Quality Perception; Amber Raza</p> <p>Paper III: Corporate Liquidity Management in the Fuel and Energy Sector of Pakistan; Syed Muhammad Salman Paper IV: Factors Leading to Vocational Preferences of Young Adults in Pakistan; Umm-e-Aymen Paper V: Antecedence of Job Satisfaction in the Healthcare Sector of Karachi; Talha Zamir Paper VI: Brand Equity Measurement Dimensions; M. Adnan Bashir</p> |
| 04:00 pm - 05:30 pm | <p style="text-align: center;">Parallel Session IV</p> <p>Venue: Audio Visual Room Session Coordinator: Mr. Nadeem Khan Session Chair: Dr. Nasim Qaisrani</p> <p>Paper I: Significance of Character Building in Islam; M. Nawaz Bhatti Paper II: Psychological, Social and Swallowing Issues Linked to Persons with Disabilities; Humaira Bano Paper III: Developing Writing Skills in Business Students: Teacher's Perspective in an EFL Context; Syeda Sana Atique Paper IV: Stability and Development through Trade: Comparative Analysis; of Pakistan's Trade Policies; Munazza Khan Paper V: Does Globalization Effect Income Disparity? Evidence from Pakistan; Arshian Sharif Paper VI: Comparative Study of Exam Paper of IX (Biology) of AKUEB and BISE Hyderabad; Shazma Nandwani</p> |
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| | <p style="text-align: center;">*** Day End ***</p> |

| Time | Sunday, April 5, 2015 |
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| 09:30 am - 10:30 am | Theme: Institutional Challenges and Implication: Management, Education and Social Sciences Venue: Arts Auditorium Session Coordinator: Dr. Perveen Munshi Session Chair: Dr. Ismail Saad |
| | Plenary I Title: The Managerial Revolution in Pakistani Universities Author: Tariq Rehman Affiliation: Dean, School of Education, BNU, Lahore |
| | Plenary II Title: Educational Challenges and Reforms Strategies: A Critical Review of Public Sector Initiatives Author: Wasim Qazi Affiliation: Vice President, Iqra University |
| | Plenary III Title: Social Sciences in Non-Social Sciences Environment: New Relationships, New Realizations Author: Noman ul Haq Affiliation: Institute of Business Administration |
| 10:30 am - 11: 00 am | Plenary IV Title: Featured Talk Author: Dr. Mehtab Karim Affiliation: President, The Metropolitan Institute & Research Prof School of Public Policy, George Mason University |
| | TEA & COFFEE BREAK |
| 11:00 am - 12:30 pm | Parallel Session I |
| | Venue: Arts Auditorium Session Coordinator: Ms. Munazza Khan Chair: Dr. Aneela Amber Malik |
| | Paper I: Improving Academic Writing Skills With Writing Center; Nadia Rahim Paper II: Analysis of The Effects of Disney Movies and Barbie Dolls on Children; Sana Tariq Paper III: Determinants of Pedagogical Roles and Practices of Teacher Educators Irshad Hussain Paper IV: Socioeconomic Status and Achievement: A Survey Study of Students at Secondary Level; Faiza Shaheen Paper V: Management Styles in Context of Academic Achievements; Imran Hameed Paper VI: Impact of Job Demand-Resource Model On Burnout and Employee Health Problems; Mayra Baig |
| | Parallel Session II |
| 11:00 am - 12:30 pm | Venue: Council Room Dean, Faculty of Social Sciences Session Coordinator: Ms. Mehwish Zafar Session Chair: Dr. Imran Khan |
| | Paper I: Effects of Visual Motor Integration on Handwriting; Tanzila Nabeel Paper II: Role and Importance of Emotional Intelligence on Effective Work Performance; Shariq Ahmad Paper III: The Authentic Representation of Intended Learning Outcomes in Assessment Tasks of Teacher Education Programs; Nishat Zafar Paper IV: A Shari'ah Perspective of Trading Islamic Security ; Farrukh Habib Paper V: A Study of Quality Improvement Strategies in Teachers' Training Program Through Associate Degree; Saima Fazal Paper VI: The Role of Educational Managers in Promoting Community Participation; Muhammad Nasir |

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| 11:00 am - 12:30 pm | <p align="center">Parallel Session III</p> <p>Venue: Dr. Manzoor Uddin Hall, New Classroom Building Session Coordinator: Mr. Syed Ali Raza Session Chair: Dr. Faisal Abbas</p> |
| | <p>Paper I: The Impact of Cultural Drivers on Trust: Mediating Unethical Marketing Behavior, Idealism and Self-Importance; Atya Mehreen</p> <p>Paper II: Global Citizenship through ICT; Shagufta Bibi</p> <p>Paper III: Measuring Economic Cost of Electricity Shortage in Pakistan; Muhammad Shahbaz</p> <p>Paper IV: Linear System of Simultaneous Equations with Random Effects; Muhammad Yaseen</p> <p>Paper V: Assessment of Islamic and Conventional Banks; Ameenullah Shaikh</p> <p>Paper VI: International Oil Price and Inflation in Pakistan; S. Tehseen Jawaaid</p> |
| 11:00 am - 12:30 pm | <p align="center">Parallel Session IV</p> <p>Venue: Audio Visual Room Session Coordinator: Mr. Shah Nawaz Adil Session Chair: Prof. Dr. Kaleem Raza</p> |
| | <p>Paper I: Education, Dialog and Deterrence: Tools to Counter Terrorism; Major Faheem Akhtar</p> <p>Paper II: xxx; Javed Qamar</p> <p>Paper III: The Co-existence of Conventional & Islamic Bank; Sajjad Zaheer</p> <p>Paper IV: Islamic Perspectives of Human Resource Development and Management; Altaf Langrial</p> <p>Paper V: Research Environment of Universities & Commercializing Universities; Rehan Butt</p> <p>Paper VI: Banking System Innovations and Monetary Policy; Rabia Shakir</p> |
| 12:30 pm - 01:30 pm | <p>Theme: Emerging Debates in Social Issues: A Case Study of Pakistan Education and Social Sciences Venue: Arts Auditorium Session Coordinator: Dr. S. M. Taha Session Chair: Dr. Shariful Mujahid</p> <p>Plenary I Title: Mulana Azad and The Demand for Pakistan Author: Muhammad Iqbal Chawla Affiliation: Chairperson, Department of History, University of Punjab, Lahore</p> <p>Plenary II Title: Critical View of Pakistan-India Relations: People's Perspective Author: Babar Ayaz Affiliation: Veteran Journalist</p> <p>Plenary III Title: Protecting the Vulnerable: The Case of IDPs in Pakistan Author: Rafi Amir Uddin Affiliation: Assistant Professor, COMSATS Institute of Information Technology, Lahore.</p> |

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| 01:30 pm - 02: 30 pm | LUNCH & PRAYER BREAK |
| 02:30 pm - 04:00 pm | Parallel Session I Venue: Arts Auditorium Session Coordinator: Dr. Sadiq Ali Khan Session Chair: Dr. Sajidain |
| | <p>Paper I: Relationship Between Financial Stress, Well Being, Motivation and Performance of Employees Working; Afshan Iftikhar</p> <p>Paper II: Emotional Intelligence: A Key Factor for Self Esteem and Neurotic Behavior Among Adolescence; Ziasma</p> <p>Paper III: Physical and Psychological Barriers in Effective Communication; Sara Pervez</p> <p>Paper IV: Impact of Metacognitive Strategies on Cumulative Grade Point Average of Selected Management Science Students; Imran Khan & Shahnawaz Adil</p> <p>Paper V: Effects of Locus of Control on Academic Achievement; Amna Saleem Khan</p> <p>Paper VI: The Effect of Socioeconomic Status on Academic Achievements in Science Subjects; Irfan Elahi</p> |
| 02:30 pm - 04:00 pm | Parallel Session II Venue: Council Room, Dean Faculty of Social Sciences Session Coordinator: Ms. Sana Atique Session Chair: Prof. Dr. Fateh Burfat |
| | <p>Paper I: Quality Education and National Professional Standards for Teachers - 2009 in Pakistan; Muznah Raheem</p> <p>Paper II: Paper Setting Practices in Pakistan; Arshad Mahmood</p> <p>Paper III: The Study of Problems of Students with Visual Impairment in Social Adjustment; Samina Ashraf</p> <p>Paper IV: O Level Teachers' and Students' Perceptions Regarding The Factors Affecting English Essay Writing; Mansoor Ali</p> <p>Paper V: The Relationship Between Novice Kindergarten Teacher Mentoring and Their Job Satisfaction; Sara Sehar</p> <p>Paper VI: Comparing Volatility Forecasts of Univariate and Multivariate GARCH Models; Zohaib Aziz</p> |
| 02:30 pm - 04:00 pm | Parallel Session III Venue: Dr. Manzoor Uddin Hall, New Classroom Building Session Coordinator: Dr. Saqib Sharif Session Chair: Prof. Dr. Arifa Farid |
| | <p>Paper I: Intentions in Opting Islamic Credit Cards in Pakistan: A TRA Model; Muhammad Ali</p> <p>Paper II: The Integration among Financial Markets in Pakistan; Abdur Rahman Aleemi</p> <p>Paper III: Impact of Capital Structure Theories on Financing Decision; Muhammad Nadeem Khan</p> <p>Paper IV: Do Persistent Terror Attacks Normalized Investor & Stock Returns? Imtiaz Arif</p> <p>Paper V: Country Risk and Volatility of Stock Returns; Tahir Suleman</p> <p>Paper VI: Does Westernization Equal Modernity? The Case of Turkey; Haddiqua Iqbal Siddiqui</p> |

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| 02:30 pm - 04:00 pm | <p align="center">Parallel Session IV</p> <p>Venue: Audio Visual Room Sesion Coordinator: Mr. Ameenullah Shaikh Session Chair: Dr. Ahmed Qadri</p> |
| | <p>Paper I: Grading Efficiency: Public versus Private Universities in Pakistan; Ummad Mazhar</p> <p>Paper II: The Effects of Remittances on Inflation: Evidence from Pakistan; Khalid Sarwar Qureshi</p> <p>Paper III: Home and Hospital Based Delivery in Pakistan: Trend Analysis and Factors Affecting Delivery Behavior; Faisal Abbas</p> <p>Paper IV: Growth Under Uncertain International Capital Flows: Pakistan's Recent Experience; Muhammad Umair</p> <p>Paper V: Ijarah: An Islamic Banking Instrument; Abdul Quddus Suhaib</p> <p>Paper VI: Impact of Financial Developments on Income Inequality in Pakistan; Madiha Zaib</p> |
| 04:00 pm - 04: 30 pm | <p align="center">TEA & COFFEE BREAK</p> |
| 04:30 pm - 05:30 pm | <p>Theme: Future Dynamics and Prospects Education and Social Sciences Venue: Arts Auditorium Session Coordinator: Dr. Nooreen Mujahid Session Chair: Prof. Dr. S. M. Taha</p> |
| | <p><u>Plenary I</u> Title: Can Alternative Dispute Resolution Mechanism Resolve Islamic Finance Disputes in Malaysia Author: Abu Umer Farooq Affiliation: Senior Research, ISRA, Kuala Lampur, Malaysia</p> |
| | <p><u>Plenary II</u> Title: Do Chinese Pollute More or Americans? Author: Alica Dzelilovic Affiliation: Energy Specialist, The World Bank Group, IBRD</p> |
| | <p><u>Plenary III</u> Title: Service Quality and Customer Loyalty in Islamic Insurance Sector Author: Awais Bhatti Affiliation: Associate Professor, University Utara Malaysia</p> |
| 05:35 pm 05:40 pm 06:10 pm 06:20 pm 06:30 pm | <p align="center">Closing Session</p> <p>Venue: Arts Auditorium Session Coordinator: Dr. Naveed R. Khan Session Chair: Dr. Arifa Farid</p> |
| | <p>Keynote Address: Still Dismal One Decade Later' Pakistan: Social Sciences in Pakistan Since 2002 Dr. S. Akber Zaidi, Professor of Middle Eastern, South Asian & African Studies</p> |
| | <p>Distribution of Shields & Certificates Professor Dr. Margaret Mary Madden, Associate Dean, Iqra University</p> |
| | <p>Concluding Address, Prof. Dr. Moonis Ahmer Meritorious Professor, Dean Faculty of Social Sciences, University of Karachi</p> |
| | <p>Vote of Thanks, Dr. Nabeel Zubairi</p> |
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Conference Theme: Emerging Nation's Perspective

International Conference on Management, Education and Social Science Research provides an opportunity to have an intensified exchange and debate on different conference themes. This conference will allow research scholars to emerge from the solitary working conditions of doing research and make contact with colleagues in their field. The chance to verbalize and discuss one's ideas face to face as well as to find out what other researchers and academicians have explored in related areas can be invaluable to further the development of one's research. This Conference will also bring together experts from industry/academia/R&D and other user community to discuss and share their expertise about socioeconomic issues.

The fundamental objective is to invite original researches from all over the world and disseminate their findings to authorities and world academia. The abstract book and papers presented would be published in peer reviewed journals of both universities. Another very important objective is to provide an interactive platform to the participants from different parts of the world and to promote private-public partnership among national and international organizations.

The main aims and objectives of the Conference are to:

- Shed light on the accomplishments and weakness of previous research and draw evidences from new evidence.
- Tackle current social, political, education, economic, and business issues in a context of present perspectives of Emerging Nations.
- Make a platform for young researchers and renowned scholars from Pakistan and the world to network themselves through this conference.
- Promote interdisciplinary presentations from different academic areas to bring new perspectives across different fields of study.
- Linking think tanks, academia and practitioners in their respective fields.

Themes:

- Conceptual Discourse in Contemporary Social Sciences
- Institutional Manifestation of Contemporary Social Sciences
- Institutional Challenges and Implications: Management, Education and Social Sciences Research
- Emerging Debates in Social Issues: A Case Study of Pakistan
- Future Dynamics and Prospects

Conference Structure

The underlying theme of this Conference is to bring international and national scholars on one platform. Therefore, the conference has been structured in a manner that students, learners and researchers can be benefited, the most. The salient features of sessions are as under:

Keynote Session:

Keynote speaker will make a 30 minutes formal presentation in the keynote sessions. No questions during the presentation; the participant can ask questions/give comments to the speakers during the tea break.

Plenary Session:

The International Conference on Management, Education and Social Sciences Research will feature plenary session addresses by some of the world's leading thinkers and innovators in the field. Main speakers will make 20 minutes formal presentation in the plenary sessions.

Parallel Presentation:

The International Conference on Management, Education and Social Sciences will feature parallel presentations by foreign and national researchers and participators. Speaker will make 15 minutes formal presentation in the sessions.

MESSAGES

Vice Chancellor's Message



It is an honour for me to write a message for an International Conference on Management, Education and Social Sciences Research, Emerging Nations Perspectives (ICMESSR). The issues raised by the Conference this year are particularly ones which deserve praise and compliment. I extend my warm welcome to all the participants from around the world to attend an event which is of a prime significance.

Social Sciences, Management and Education are no more in an isolation. In this age of globalization and information technology, there is a dearth of understanding for a linkage between Education, Management and Social Sciences Research. This Conference shall facilitate in one of the prime functions of Social Sciences i.e. to gauge where the world is heading and what are the challenges in the process benefiting human beings. This Conference can be the prime motivator for the winds of change particularly in this part of the world. This is the point that we will have to spread the effects of it so that we can positively transform the mindset of our people, and bring a qualitative change in society through a meaningful research in the fields of Social Sciences, Education and Management. It is about time that we all sit together to seriously ponder on working out some solid framework for the coming generations and facilitate these disciplines according to our national needs.

Conferences are generally an essential part of academic discourse. This gives me a feeling of confidence that our future is bright. ICMESSR-2015 is another opportunity to move ahead in the area of future planning in terms of intellectual growth, identification of challenges and so forth.

I encourage the students to participate in such activities as much as possible. The youth of today has an enormous potential thus it is essential that they be given an opportunity to express their views; conduct research and experiment to bring a positive change in the contemporary world.

I hope the Conference organizers and the participants are able to achieve their goals and objectives.

**PROF. DR. MUHAMMAD KAISER
MERITORIOUS PROFESSOR &
VICE CHANCELLOR
UNIVERSITY OF KARACHI**

Dean's Message



For the first time in the history of Faculty of Social Sciences (formerly Faculty of Arts) an International Conference based on public-private partnership is being held. Entitled as “International Conference on Management, Education and Social Sciences Research” (ICMESSR) to be held on April 04-05 in collaboration with Iqra University at the University of Karachi provides a unique opportunity for conference participants and speakers to enter into a viable discourse on issues which link management, education and social sciences particularly in the context of emerging nations.

Faculty of Social Sciences, University of Karachi is engaged in numerous academic activities. After an interlude of six years, the faculty organized an International Conference on “Social Sciences in Transition” on December 3-4, 2014. Furthermore, the faculty has also launched its “Distinguished Lecture Series” since August 2014. The Research Facility Center (RFC) is being revitalized so as to provide better research facilities and guidance to the faculty members particularly in embarking on various research projects.

The themes of ICMESSR indicate the importance and significance of issues which needs to be contemplated and analyzed in depth and by pursuing a proactive approach. In a world which is undergoing a dynamic process of change at different levels, the conference will help accomplish three major objectives. First, creating awareness, particularly among conference participants belonging to the younger strata of society about the linkage between management, education and social sciences research primarily in the perspective of emerging challenges in the global South. Second, the conference will make a difference in terms of exploring opportunities for conducting path breaking research in social sciences in order to address issues which are a cause of misgovernance, social backwardness, ignorance, economic under-development, frustration, anger, antagonism, militancy, violence and terrorism in many countries belonging to the global south. Third, the challenge of excelling in the world of knowledge cannot be denied particularly when the gap in science & technology between the developed and the under-developing world is widening at a faster pace. Global south cannot ensure a better life for its people unless there is a qualitative breakthrough in the fields of education, governance and social sciences research.

ICMESSR will go a long way in unleashing the process of meaningful academic discourse among the conference participants by interactive discussion and coming up with findings which can help understand how the emerging nations and economies can meet the challenges of 21st century.

**DR. MOONIS AHMAR
MERITORIOUS PROFESSOR &
DEAN FACULTY OF SOCIAL SCIENCES
UNIVERSITY OF KARACHI**

Chancellor's Message



It gives me immense pleasure to welcome all the distinguished participants to the International Conference on Management, Education and Social Sciences, jointly organized by the University of Karachi and Iqra University.

In industrially developed nations, a university's role in multidisciplinary research is a well-established fact. Every research conducted pushes the boundaries of knowledge and contributes to the progress of nation. Private sector universities in developing nations, though well-structured and efficiently governed, have limited resources to initiate on projects of significant national impact but the changes that 21st century has brought in its wake necessitate the collaboration of public sector and private sector.

Therefore, we are grateful to University of Karachi, one of the biggest public sector universities in Pakistan, for being the principal collaborator of this conference, and setting an unprecedented example of public-private university alliance.

I would also like to offer my felicitations to all the participants who have chosen to avail this platform to advance the development of knowledge in their subject-specific fields.

It is also my great pleasure to welcome scholars of international repute from Europe, Middle East and Canada in the fields of Education, Management and Social Sciences who shall grace the Conference and share their invaluable input.

It is my hope and expectation that this Conference shall set the precedent for providing insights to formulation of future policies in both inter and trans-disciplinary fields of research.

MR. HUNAID HUSSAIN LAKHANI
CHANCELLOR
Iqra UNIVERSITY

Vice Chancellor's Message



Universities exist to create new knowledge. Dissemination of this new knowledge is of prime importance. A research conference is a platform which facilitates discussion on new knowledge and its dissemination.

This International Conference on Management, Education and Social Sciences Research is one such step taken by Iqra University to provide a platform to researchers within Pakistan as well as abroad to share their intellectual work and receive feedback from like-minded people.

We are grateful to all those who have supported us in organizing this mega event, particularly the University of Karachi, which has partnered with us in this joint conference.

I am hopeful that this conference will add value to the knowledge of all those who are a part of this event.

**PROF. DR. CAPT. U. A. G. ISANI
VICE CHANCELLOR
IQRA UNIVERSITY**

Vice President's Message



The public- private nexus is a complex interface for innovative opportunities and new management options. In the existing challenging climate, the contribution of private sector academic institutions cannot be overlooked. It is, therefore, of utmost significance to provide a concrete platform for high-quality and accessible academic, economic and business relationship between public and private sector.

The International Conference on Management, Education and Social Sciences 2015 is symbolic of the perfect harmony between public and private sector educational institutions, University of Karachi and Iqra University. Iqra University, as a leading private sector university, has transcended traditional boundaries to collaborate with public educational entities and business sector.

This Conference represents larger scheme of objectives: mainly, to solicit intellectual collaboration through public-private partnership arrangements. It, indeed, presents the opportunity to the best minds to collaborate and come up with creative solutions. Under this configuration, the existing philanthropists and corporate experts will engage in designing mutually beneficial academic and business solutions.

I applaud the institutional hierarchy for generating such a smart team of experts to conduct the proceedings. I offer my heartiest felicitations to all the distinguished participants. This conference has been graced, not only with the presence of eminent scholars and field experts from Pakistan but also from world-renowned international scholars, hailing from many Asian, European and American countries. This alliance will no doubt result in mobilizing intellectual resources, developing research culture and community involvement featuring all segments of the society.

I thank the University of Karachi for its extensive support in a project that will undeniably impact the national progress by serving to reveal numerous vistas in the fields of Management, Education and Social Sciences.

PROF. DR. WASIM QAZI
VICE PRESIDENT
IQRA UNIVERSITY

KEYNOTE SPEAKERS

KEYNOTE SPEAKER: I

Mahfooz A. Ansari, Ph.D. , University of Lethbridge, Canada

Leading by Exchanging Currencies

Leadership is “one of the most observed and least understood phenomena on earth” (Burns, 1978, p. 2), and this has always been, and probably always be, an important factor in human affairs (Kotter, 1988). A review of the current literature indicates that extensive research on leadership has rapidly accumulated during the past 70 years to understand leader behavior directed at accomplishing individual and collective goals. In course of these research efforts, many different leadership theories have been advanced. Of these, the one often-cited and widely-used theory is the theory of Leader-Member Exchange (LMX). Given that leadership is a reciprocal influence process, the quality of LMX relationship is central to organizational functioning. The exchange relationship is a powerful lens that significantly shapes the experience of work. The lens is bidirectional in nature; exchange relations shape not only the subordinate’s experience of work, but also that of the supervisor. While multiple lenses are possible, the leadership lens is not static, but dynamic over time. Drawing on social exchange, norms of reciprocity, and role theories, the LMX theory focuses on leader-member dyads and spins around four interrelated currencies: (a) Contribution–perception of the current level of work-oriented activity each member of the dyad puts forth (e.g., the subordinate is willing to apply extra efforts beyond those normally required, to meet his/her supervisor’s work goals), (b) Professional Respect–perception of the degree to which each member of the dyad has built a reputation of work-related activity (e.g., the subordinate is impressed with his/her supervisor’s knowledge of his/her job), (c) Affect–the mutual affection members of the dyad have for each other based on interpersonal attraction (e.g., the subordinate likes his/her supervisor very much as a person), and (d) Loyalty–the expression of public support (e.g., the supervisor would defend the subordinate to others in the organization if the subordinate made an honest mistake). The first two currencies indicate on-the-job behavior and the last two involve off-the-job behavior. The presentation therefore spins around the development and consequences of exchange relationships. As well, the exchange relationship acts as a mechanism and boundary condition of several other predictors of leadership effectiveness in organizations. After reviewing what we know about LMX, we will focus on “what is hot and what is not” currently. That is, we identify several directions for future research, such as the exchange lens (perspectives), the nature of work outcomes, and the levels of analysis. Implications for practice include the development of high-quality exchange relationships between supervisors and their subordinates.

Biographical Details:

Mahfooz A. Ansari is a Professor of International Management and Human Resources Management (HRM) & Organizational Studies at the University of Lethbridge (U of L), Canada. He is currently an Area Chair of HRM & Organizational Studies. Prior to his current academic rank of professor at U of L, he held faculty positions at several other

academic institutions including the University Science Malaysia, the UIA International University Malaysia, the Indian Institute of Technology Kanpur, the University of Magadh, and A. N. S. Institute of Social Studies Patna. He also held visiting professorship position at several places including Indian Institute of Technology Bombay, King Abdul Aziz University Jeddah, UIA International University Malaysia, University of Malaya Malaysia, University of Technology MARA Malaysia, and the University of Calicut.

Dr. Ansari earned his master's and doctorate degrees in Psychology (in Industrial & Organizational Psychology area) from the University of Kansas and Patna University, respectively. He is a recipient of several recognitions and awards. These include the Fulbright Hays Award (1978), Excellent Service Recognition by the University Science Malaysia (2004), and the University of Lethbridge Scholar Award (2009-2011). He has also received several awards from the Academy of Management, including Carolyn Dexter Best Paper Award (2004), the Best Paper from an Under-represented Country Award (2004), the Best Paper Award Finalist (2005), the Carolyn Dexter Best International Paper Award Finalist (2006), the selection of a paper as one of the Best International Papers and included in the Best Papers Proceedings (2007), the selection of a paper as one of the Best Papers and included in the Best Papers Proceedings (2011). As well, he received an Outstanding Paper Award at the Emerald Literati Network Awards for Excellence (2011).

Dr. Ansari is a member of the Academy of Management, American Psychological Association, Society for Industrial & Organizational Psychology, Administrative Sciences Association of Canada, Canadian Psychological Association, Canadian Society for Industrial & Organizational Psychology, International Leadership Association, and International Association of Applied Psychology, and is listed in the Harvard International Directory of Business and Management Scholars.

Dr. Ansari has over 30 years of active teaching, consultancy, and research experience in the fields of Organizational Behavior, Human Resources Management, International Management, and Leadership. His current program of research focuses on leadership and spins around three inter-related streams of research: (a) The Power-Influence Approach to Leadership, (b) Leader-Member Exchange (LMX), and (c) the Cultural Context of Leadership and Social Influence. Dr. Ansari has authored two books—"Managing People at Work" and "Managing Dyadic Interactions in Organizational Leadership"—both published by Sage in 1990 and 2000, respectively. To his credit, he has over 80 refereed journal articles and has delivered over 100 presentations at several professional conferences. His work has appeared in such journals as Organizational Behavior and Human Decision Processes, Journal of International Business Studies, Human Relations, Management and Organization Review, Journal of Business Ethics, Leadership & Organization Development Journal, Journal of Applied Social Psychology, and Journal of Social Psychology. His current editorial roles include serving on the Editorial Review Board of the Journal of World Business, Leadership and Organizational Studies, FWU Journal of Social Sciences, Business and Management Quarterly Review, and Pakistan Journal of Psychological Research. Dr. Ansari has supervised some 25 doctoral dissertations (leading to PhD/DBA degree) and 50 master's theses (leading to MBA/MSc degree). He conducts consulting and training programs on a fairly, regular basis with MNCs and government sectors.

KEYNOTE SPEAKER:II

S. Akbar Zaidi, Professor of Middle Eastern, South Asian and African Studies and of International and Public Affairs

Still Dismal One Decade Later? Social Sciences in Pakistan Since 2002

A decade ago an argument was made that the social sciences in Pakistan were in a 'dismal state'. Much has happened in the realm of the development of higher education, and also as a consequence of social and political change in Pakistan since then. The growth and dominance of the Higher Education Commission, the huge increase in private Universities many having social science departments, and other factors, have all changed the map of higher education in Pakistan. The paper will try to explore whether these factors have helped improve the state of social science in Pakistan. The paper will be exploratory and will present some tentative ideas and hypotheses which need to be tested, rather than be based on any empirical findings, the need for which seems most urgent in order to come up with a clearer understanding of where we stand more than a decade later.

Biographical Details:

S Akbar Zaidi is Pakistan's well known political economists. His area of interests are political economy, development, in social sciences more generally, and increasingly, in History. He has written over seventy academic articles in international journals and as chapters in books, as well as numerous books and monographs. He is author of Military, Civil Society and Democratization in Pakistan (2011), The New Development Paradigm: Papers on Institutions, NGOs, Gender and Local Government (1999), and Pakistan's Economic and Social Development: The Domestic, Regional and Global Context (2004). His latest book is Issues in Pakistan's Economy: A Political Economy Perspective published by Oxford University Press in early 2015. He has taught at Karachi University and at Johns Hopkins University, and is currently a Visiting Professor at Columbia University, New York, where he has a joint position at SIPA (the School of International and Public Affairs), and at MESAAS (the Department of Middle Eastern, South Asian, and African Studies). He is also an Adjunct Professor at IBA, Karachi.

PLENARY SPEAKERS

PLENARY SPEAKER I:

Iftikhar Malik, FRHisS, MA (Oxon.) MA (Punjab) PhD (MSU), School of Humanities and Cultural Industries, Bath Spa University, UK

A Sundered Tradition: Retrieving Critical Intellectual Tradition in Pakistan, Turkey, Bosnia and Morocco

In the past two decades, academic searchlight on Muslim communities, politics and their state of learning often portrays a dismal picture where critical debates either do not happen, or are coercively stifled by the various trajectories including a hyped-up sense of self-sufficiency. While on the one hand, universities and think tanks keep multiplying, yet concurrently they lag behind in promoting a post-national and empowering scholarly tradition which gets routinely hampered by statist and societal inhibitions. To several Western scholars, it is problem within Islam where mundane human issues have been often snubbed for at least a millennium with the onslaught of Asharism and now with a reactionary majoritarianism. To some others, a pervasive irreverence as well as obsession with modernity has aggravated this malaise, which manifests itself in a form of self-immolation unleashing multifaceted violence across the Muslim regions. Reverberating a contentious theme of Muslim exceptionalism underpinning “what went wrong”, this predicament is often seen to be inherently Islamic while to some others, it may be the issues of imbalanced relationships, or owing to the need for a new shared Enlightenment. The generations of Muslims in North Africa, the Near East and South Asia have wrestled with these serious challenges from within and the outside and despite making stupendous contributions the legacy remains persistent. The Diaspora Muslim intellectuals are in the forefront of this debate with some even withdrawing from a heavily censored Muslimness while others are accepting these challenges as a turning point. Here, areas like new interpretations of classical sources, synthesis between Islam and other empowering paradigms such as gender equality, participatory system, rational recast of religious practices and greater receptivity towards intra-Muslim pluralism are being explored with greater intensity. Going beyond hyphenated Muslim paradigms such as Muslim democracy, Muslim Feminism or even Muslim secularism are still some emerging consensus points, not without inviting counter-critique. Morocco, Turkey, Bosnia and Pakistan offer us similarities as well as parallels in this quest for self-examination where interface has to go beyond a didactic parallelism of Sufi and Salafi varieties to a more rigorous pursuance of a dynamic course. Their historic, cultural and geo-political antecedents confront them with acute challenges including internal instability and external putsch yet these very societies could also augur newer, alive and all encompassing parameters of a more confident, forward looking and egalitarian Muslimness.

Biographical Details:

Professor Iftikhar H. Malik, a Fellow of the Royal Historical Society, teaches History at Bath Spa University, England, and is an MCR at Wolfson College, Oxford. Author of several books and research papers, he has been exploring the various realms of intellectual history of Islam in South Asia and elsewhere.

Email: i.malik@bathspa.ac.uk

PLENARY SPEAKER II:

Magda Kandil, Chief Economist, Central Bank of the United Arab Emirates

The Interaction between Globalization and Financial Development: New Evidence from Panel Co-integration and Causality Analysis

The paper studies the impact of globalization on financial development in a sample of 32 developed and developing economies over the period 1989-2012. Indicators of financial development include three banking indicators (private sector credit, domestic credit, and liquid liabilities) and three indicators of stock market development (value traded, turnover ratio and stock market capitalization), all relevant to GDP. Two panel estimation methodologies are under consideration: panel co-integration and panel VAR. The findings reveal that financial development affects economic growth and globalization positively. Globalization helps mobilize economic growth, but does not help financial development as it helps increase access to external financing. Quality institutions do not impact financial development although the latter increases incentives for better quality institutions in support of sustainable growth.

Biographical Details:

Dr. Magda Kandil is currently the Chief Economist and Director of Research at the Central Bank of the U.A.E. She held the position of the Executive Director and Director of Research at the Egyptian Center for Economic Studies (ECES), July 2010-June 2012. She worked with the IMF during August 1999-August 2014 where she held the positions of Advisor to the Executive Director and Senior Economist, as well as a visiting scholar at the IMF Institute and Research Department. Before joining the IMF, Dr. Kandil undertook several academic and professional activities at various institutions in the United States, including her last academic position as Professor and Chair of the Department of Economics at the University of Wisconsin-Milwaukee where she was a faculty member during 1992-1999. Her other academic positions include the Justus-Liebig Universitat, Giessen, Germany, 1994, Southern Illinois University, 1988-1992, and Washington State University, 1984-1988.

PLENARY SPEAKER III:

Victoria Fontan Ph.D., Chair of Politics and Public Policy Department at the American University of Duhok, Kurdistan, Iraq

The Case for Critical Peace Education: Assessing the Liberal Peace Co-opting of Peace Education

Peace becomes a universal project and education one of its main weapons, alongside state building, the promotion of universal human rights and capitalist economic development. When this orthodox version of peace education fails to deliver its promises, observers often call for it to be reinforced, strengthened, so that its message may eventually be drilled into young generations that might eventually see the light of its universal promise of equal opportunities for all. We talk of solutions to be mainstreamed, social incubators to be established, and models to be refined, yet one of the original pillars of peace education may have been lost along the way, that of justice. There can be no sustainable peace without justice, or enlightening education without social equity. No peace model imported from a neo-imperial power can work in a society that perceives to be implementing a “white man’s curriculum”.

Today, most peace education conferences and publications divert it from its primary aim, which was to offer an alternative to imperialism through transformative pedagogy. As Peace Education can be seen as having been co-opted as a tool of liberal peace, this paper will seek to re-visit its original foundations, analyze its liberal peace co-optation and critically engage with its potential epistemological developments. A re-conceptualizing of the epistemic foundations of peace education will seek to place it above the polarizations represented in the spectrum between liberal peace and extremism. Critical Peace Education needs not to take sides.

Within the realm of peace formation and infrastructures for peace, critical peace education takes can be seen as an expression of human security in the age of the “war on terror” where populations are made to take sides between different warring parties. Critical peace education can offer a Third Side to any polarized conflict, one that can exist outside the dualism of security and liberal peace, both sides of the same coin whose currency always serves the interest of the global North against the global South.

Biographical Details:

Victoria Fontan is the Chair of the Politics and Public Policy Department at the American University of Duhok Kurdistan, Kurdistan Region of Iraq; and also Adjunct Professor of Development Studies at the Institut Supérieur des Techniques de Développement of Kalehe, Democratic Republic of Congo. Her original specialization has been in insurgency studies, focusing on the role of humiliation in relation to the emergence of insurgencies, mostly in a Middle Eastern context. She has published on Lebanon and Iraq, and have worked on both countries for the first ten years of my career. She has conducted research in more than 15 countries on all continents (Burma, Colombia, DR Congo, Kashmir, Somalia, Syria, Yemen, etc) and is committed to teaching with an international focus.

PLENARY SPEAKER IV:

Farhan H. Siddiqui, Research Fellow, Middle East Research Institute, Erbil, Kurdistan
Region of Iraq

**Imagining and Re-imagining the Boundries between Universities and
Think Tanks**

A shift in personal capacity from working in academia for a considerable time period to a think tank allows for much thought and critical reflection on the requisites that drive the two professional categories. While it is generally assumed that academics are holed up in their ivory towers of thought and analysis divorced from reality, policy researchers in think tanks indulge in real-world issues and contribute directly to societal development and progress. Second, cut off from reality, it is assumed that academics' engagement with theoretical issues does not feed into policy areas. This is where think tankers come in with their problem-solving approaches which go beyond the theoretical and suggest what are termed as "practical" solutions. Hence, while academics spend a lot of time in "understanding" and "explaining" an issue, the policy researchers are orientated towards providing definite "recommendations." Third, think tanks are known for their closeness to centres of power and authority while universities have limited access to the policy-making world and the policy makers themselves. Based on these and other boundaries which separate the two professional realms, the paper will forge a "re-imagining" where the universities and think tanks are compared outlining their commonalities and contrastive features. The shortcomings of both universities and think tanks will be broached with a view to suggest strategies where cooperative bridges of mutual benefit can be advanced between the two.

Biographical Details:

Dr. Farhan Hanif Siddiqui is currently working as Research Fellow at the Middle East Research Institute (MERI) in Erbil, the Kurdistan Region of Iraq. His research interests include ethnicity, nationalism, ethnic conflict and security and conflict dynamics in South Asia and the Middle East. After obtaining a BA and MA in International Relations from the University of Karachi, he studied the Theory and History of International Relations at the London School of Economics (LSE). He then completed his PhD in 2010 from the University of Karachi which dealt with Baloch, Sindhi and Mohajir ethnic movements in post-1971 Pakistan. Prior to joining MERI, he was working as Associate Professor in the Department of International Relations at the University of Karachi. He is the author of the book, *The Politics of Ethnicity in Pakistan: The Baloch, Sindhi and Mohajir Ethnic Movements* (Routledge, 2012). Among his other numerous research publications are, *Regional Security Dynamics in the Middle East: The Problematic Search for a Regional Leader*, *General Elections in Pakistan 2013: The Consolidation of Democracy?*, and *Security Dynamics in Pakistani Balochistan: Religious Activism and Ethnic Conflict in the War on Terror*.

PLENARY SPEAKER V:

Sumanasiri Liyanage, Dean of Faculty of Management and Finance, SANASA Institute of Business and Development Studies

**Social Sciences Research in Sri Lanka: From Conflict to Post – War
Reconciliation**

This paper is an audit and reflection on social sciences research in Sri Lanka in the last 32 years. In the early years of the 1980s, the identity-based conflict in Sri Lanka transformed into an armed conflict between the security forces of the Government of Sri Lanka (GoSL) and the Tamil militants, especially the Liberation Tigers of Tamil Eelam (LTTE). Prior to this developments, Sri Lankan social science research focused mainly on the economic and related issues. Since the 1980s, it has witnessed a proliferation of research on the issues of identity politics, ethnic violence, spillover effects of identity conflict beyond the borders of the nation-state and its geo-political implications. The focus of the policy oriented research has been state restructuring to accommodate identity based demands, negotiation and third party intervention and economic consequences of armed conflict. Hence, there has been a definite shift in Sri Lankan social research from distribution justice to justice linked with difference. In May 2009, event took a sharp turn when the security forces of the GoSL decimated the LTTE and its principal leaders. Sri Lankan armed conflict ended one party registering emphatic victory. As this had negated many policy-oriented research in the early phase, the subject remains under-studied. Many researchers began to focus on four Rs, Return, Resettlement, Reconciliation and Rehabilitation. In spite of the end of armed conflicts, Sri Lankan has not reached what is called post-conflict phase. It has witnessed revival of extreme Sinhala Buddhist movements, emergence of multiple identities, especially Muslim nationalism and the state playing supporting role for Buddhist extremism. Although, identity still occupies the primary interest, social sciences research has been once again taking up the issues associated with redistribution of justice and economic changes. Although significant changes have happened in the geo-politics in the Indian Ocean Region, researchers in Sri Lanka have not yet paid adequate attention for those changes.

Biographical Details:

Sumanasiri Liyanage is a Professor of Political Economy and the Dean of Faculty of Management and Finance, SANASA Institute of Business and Development Studies. He also writes a column to English Daily, The Island. His research focus on the relationship between redistribution and recognition. His books includes One Step at a Time: Reflections on the Peace Process in Sri Lanka, Interventions in the Devolution Debate and What is Civil Society. He is an editor (with P Sahadeva and Anisha Kinra) of Perspectives on India Sri Lanka Relations.

PLENARY SPEAKER VI:

Bernadette L. Dean, PhD, University of Alberta, Canada

Making the Change from Transmission to Transformation Pedagogies in Pakistani Classrooms

Education is not neutral, and schools do not function in a vacuum. They are deeply implicated in the history, politics and culture of a society, both influencing and being influenced by it. This presentation will begin by setting out the historical conditions that have played a crucial role in determining the nature of education in Pakistani schools. It will then through examples highlight the pedagogies used in schools and critically analyse them to show how they serve simply to transmit information to students. Furthermore, transformative pedagogies more in keeping with the vision of education in the 21st Century and aimed at the creation of a democratic society will be outlined. The possibilities and challenges to making the change will also be highlighted.

Biographical Details:

Prof. Dr. Bernadette L. Dean is Director VM Institute for Education, Karachi, Pakistan. Prior to this she served as Principal St. Joseph's College for Women, Karachi, Pakistan, Principal, Kinnaird College for Women, Lahore, and as Professor, Head, Academic and Student Affairs and Team Leader of the Citizenship Rights and Responsibilities Pakistan, Programme at the Aga Khan University, Institute for Educational Development, Karachi. She has a PhD in education from the University of Alberta, Canada. In addition, she facilitated the development of the framework for the National Curriculum 2006 and worked with teams to understand and write the curriculum for a number of subjects. Her publications include social studies textbooks for primary classes, teaching learning resources entitled "Creating a Better World: Education for Citizenship, Human Rights and Conflict Resolution" and "Creating child-friendly classroom: Positive disciplining strategies" and materials to support active citizenship among the youth entitled, "Youth in elections: voting for your future" and "Youth and Civic participation: Holding government accountable".

PLENARY SPEAKER VII:

Tariq Rahman, Dean, School of Education, Beaconhouse National University, Lahore,
Pakistan

The Managerial Revolution and Pakistani Universities

Universities all over the world are becoming increasingly organized or ‘regimented’ as some would call it. This trend is in evidence in Pakistan also with increased emphasis upon keeping records, evaluation, uniformity of standards and so on. This paper argues that such trends—the managerial revolution—takes away the autonomy of academics and reduces their worth in their own eyes and that of the society. More importantly it argues that universities be divided into three categories: research universities, teaching universities and university colleges. The requirements for promotion in these three types of degree-giving institutions are also suggested.

Biographical Details:

Tariq Rahman is Dean, School of Liberal Arts and Social Sciences and Acting Dean, School of Education, Beaconhouse National University, Lahore. He earned his Ph.D. in English Literature from University of Sheffield in 1985 and subsequent degree in linguistics from University of Strathclyde in 1989. He is author of *Language and Politics in Pakistan* (1996); *Language, Ideology and Power: language-learning among the Muslims of Pakistan and North India* (2002) and *From Hindi to Urdu: a Social and Political History* (2011), along with author of 100 research articles, entries in encyclopedia and chapters in edited books. On examination of his published work the University of Sheffield conferred a higher doctorate (D.Litt) on him in 2014. He was also awarded with Germany’s highest awards for academic research called the Humboldt Research Award. The Higher Education Commission (Islamabad) conferred upon him the title of Distinguished National Professor in 2004 and also gave him the lifetime achievement award in 2009. The President of Pakistan conferred upon him the Pride of Performance in 2004 and the Sitara-i-Imtiaz in 2013. Dr. Rahman was also first incumbent of the Pakistan Chair at the University of California, Berkeley (2004-05). He was also a research fellow at the Oxford Centre of Islamic Studies (2010) and a fellow at the University of Heidelberg several times from 2010 till 2012. He has been a visiting professor in Denmark and Spain and has lectured.

PLENARY SPEAKER VIII:

Muhammad Iqbal Chawla, Chairperson at Department of History & Pakistan Studies,
University of Punjab, Pakistan

Maulana Azad and the Demand for Pakistan

Many historians have written about the life and works of Maulana Abul Kalam Azad especially his role in the freedom movement of India and making of Indian state but they have not sufficiently analyzed the Maulana's role in the endgame of Raj that was the most important phase of his life because the partition of India in 1947 was contrary to his life long ideas and works. Everything seemed to have slipped away from his hands regarding the unity of India even when he was president of the All-India National Congress. One of the major nationalist leaders, Maulana Abul Kalam Azad joined the All India National Congress and believed in the composite nationalism and thus was against the demand for Pakistan. His ideas, efforts and policies as the Congress leader impacted the course of history of the Indian freedom movement, therefore, it is important to inquire about his political thoughts and the role he played for the freedom of India. Maulana Abul Kalam Azad served as the President of the All India National Congress (1940-46), and also was the leader of those Congressite and 'Nationalist' Muslims. The Nationalists Muslims were divided into a number of groups such as the Unionists, the Ahrar, Khudai Khidmatgars, the Khaksars, etc. These nationalists were in the forefront of opposition to the Pakistan scheme. Infact, Azad, along with his Muslim supporters, was dead set against the idea of Pakistan and left no stone unturned to oppose Jinnah's leadership, the League and the demand for Pakistan. He, along with other nationalist leaders believed in the 'composite' Indian nationalism and they were determined to maintain the geographical unity of India regardless of the ideological divisions within. While dealing with the basis of arguments used by Maulana Azad in making his case against the demand for Pakistan, this paper will argue that finally he got convinced of the two-nation theory and therefore, he became the main architect of the Cabinet Mission Plan. In the Cabinet Mission Plan not only the principle of two-nation theory was accepted by the parties concerned, namely Congress, League, British and Sikhs but also the principle of partition of India was conceded if the Cabinet Mission fails. Therefore, this study hopefully will fill a research gap in the existing historiography on Maulana Azad, nationalist Muslims, Indian freedom struggle and Pakistan movement. This paper will investigate only his respons to the two-nation theory and demand for Pakistan in the 1940's.

Biographical Details:

Teaching since 1989, Dr. Iqbal has published numerous articles in national and international research journals and presented papers in number of international conferences. His book, 'Wavell and the Dying Days of the Raj', published by OUP, awarded with Best Book Publication Award for 2010-2011 by HEC. Dr. Iqbal was also awarded number of awards, such as HEC Post Doctoral Fellowship Award 2010-2011, Overseas Ph.D. Scholarship (Split program) 2004-2005 & Punjab University's Best Teacher's Award 2005-2007.

PLENARY SPEAKER IX:

Babar Ayaz, Veteran Journalist

Critical View of Pakistan India Relations from A Peoples' Perspective

Moments of peaceful relations between the two estranged cousins—Pakistan and India—are few and far between. Tension between the two countries has wasted away the last 67 years of both countries. Exchange of firing and shelling at the Line of Control (LOC) and international border in the current year has ripped apart the cease-fire understanding made in 2003. Tragically, relations between Pakistan and India are mostly discussed in both the countries by the media from the establishment's perspective. This paper steps back and analyse Pakistan-India adversarial relations from a peoples' perspective. It raises the question that why both the countries behave the way they do and have failed to coexist peacefully. Undoubtedly, cause of these tension-ridden relations is embedded in the genesis of the partition of the sub-continent. And the fate of over 1.3 billion peoples of both countries is held hostage by the Kashmir issue. This paper looks at the Pakistan-India relations objectively instead of the official nationalistic prism. It revisits the objective conditions in which a traumatized Pakistan was born out of the womb of India in a Caesarian operation.. It advocates that the relations between the two countries should be normalised according to the aspirations of the peoples who yearn for peace. It also highlights that there is no monolithic view in Pakistan about the relations with India as it varies from nationality to nationality residing in this country.

Biographical Details:

A journalist for over 40 years, he worked for the Sun, Pakistan Press International (PPI), Business Recorder and Dawn. He was the Editor of Pakistan Business Update, the first private television news program. Babar Ayaz contributes to Daily Times, Express (Urdu Daily) and Awami Awaz (Sindhi Daily) on regular basis. He has also been writing for The News along with other foreign news papers and magazines. He is the author of one of the non-fiction best-sellers 'What's wrong with Pakistan?'

PLENARY SPEAKER X:

Abu Umar Faruq Ahmad, Senior Researcher at the International Shariah Research Academy for Islamic Finance (ISRA), Kuala Lumpur, Malaysia

Can Alternative Dispute Resolution Mechanisms Resolve Islamic Finance Disputes in Malaysia?

Islamic finance, which spurns activities outlawed by Islam, is considered a viable ethical alternative to conventional financing. The traditional court system applicable for Islamic finance in most countries, has proven to be inadequate, particularly in its application and interpretation of the Shariah. Malaysia has consistently proved its prime position in blazing the trail in most legal and regulatory issues in the Islamic finance industry. Keeping in view of the above, this study examines the institutional framework for dispute resolution in the Islamic finance industry in Malaysia in general, and in particular, to explore to what extent the alternative dispute resolution (ADR) mechanisms can resolve Islamic finance disputes in Malaysia. To this end the research seeks to: a) make a conceptual analysis of effective ADR processes in Islamic law; b) discuss the importance and rationale of ADR in Islamic finance; c) delineate the evolution and features of ADR mechanisms in Malaysia; d) explore avenues for ADR applicable for Islamic finance in Malaysia; e) discuss the legal and regulatory framework applicable for these institutions in relation to Islamic finance; and f) propose the best mechanism in settling dispute via ADR in Islamic finance. The methodology of this study is an amalgamation of direct observation from legal and regulatory perspectives, and analysis of some landmark cases of Malaysian courts as well. The study suggests how the existing bodies can be consolidated rather than duplicating efforts in the establishment of more ADR bodies that might help in handling Islamic finance disputes. These and other recommendations that have been put forward in this study are expected to help drastically reduce the existing tension in the Islamic finance industry, which is occasioned by the increasing number of cases in the court and the attendant misapplication of underlying principles of Islamic financial contracts brought before the courts.

Biographical Details:

Dr. Abu Umar Faruq is currently Senior Researcher at the International Shariah Research Academy for Islamic Finance (ISRA), and Associate Professor of Islamic Finance at INCEIF, the Global University for Islamic Finance, Kuala Lumpur, Malaysia. Specialised in Laws of Islamic banking and finance with consulting, research and teaching experiences in Islamic finance, sukuk, Islamic insurance (takaful), Islamic financial transactions, business ethics, employment law and Shari'ah aspects of business and finance Dr Ahmad has about 50 publications to his credit including books, chapters in edited books, refereed academic journal articles and conference proceedings. He has also presented his scholarly contributions on his area of specialisation to a great number of audience at international conferences and academic forums in almost all the continents in the globe.

PLENARY SPEAKER XI:

Alica Dzelilovic, Energy Specialist, Energy and Extractives Global Practice, The World Bank Group, IBRD

Do Chinese Pollute More or Americans? A Disaggregated Analysis of CO_2 Emissions Per Capita by Household Type, Income Group Across Countries and Why CO_2 Emission Per Capita is Misleading?

This paper brings forward the concept and argument of disaggregating CO_2 emissions in China and the USA to explain beyond the simple (carbon dioxide) CO_2 emissions per capita, what granular differences exist between the two largest polluters, and whether evidence points out that the hypothesis American pollute more than Chinese, holds true. The available information is scarce and precise study of income decile emissions in the USA and China does not exist, despite available consumer household surveys in the US. This paper hopes to present the differences in research evidence so far and what interesting outcomes exist between the two countries. I collect evidence of consumption patterns in two countries, US and China and carbon footprint of high income and low income consumers in the USA and China. I present a good example of CO_2 emissions calculations in the UK and explain which extent it would be good to apply the same model in the USA and China. The main goal of this research is to estimate differences and observe patterns differences between income groups in order to shed light of what the situation is with regards to consumption per capita and whether policy solutions can be identified tailored for per-capita.

The most conventional and widely used methodologies for carbon emissions are the IPCC Reference Approach and Sectorial Approach. Emissions are then divided by the total population to obtain per capital figures. We know that China's total emissions have been higher than the US, in the past years, but its per capita emissions are much lower due to the population ratio and its current and projected rise. So long as the population growth at the same pace or even lower than emissions, the per capita argument will show that China's impact per individual is much lower than an average American. However, this approach may not be sustainable in a global fight for emissions reductions as dis-incentivizes countries to take action so long as their per-capita contributions to emissions are low. The real emissions per capita, and per groups of richer or poorer citizens needs exploring in order to add clarity to the overall picture on how much citizens of a country, especially citizens of the two largest World polluters China and US, could emit. This paper brings forward a comparison of and argument for the establishment of those types of accounting systems by taking into account case studies of the US and China. The estimate anti-cipated to be generated by this paper will be approximate due to lack of adequate data and the complexity of such as calculation.

Biographical Details:

Ms. Dzelilovic is an Energy Specialist at the World Bank Group where she is currently working on renewable energy and energy efficiency projects on a \$160 million portfolio in Eastern Europe and Central Asian countries. Ms. Dzelilovic helped deliver two large loans to the governments of Bosnia-Herzegovina and Moldova to boost energy efficiency infrastructure in district heating and public buildings. Prior to her current position, Ms. Dzelilovic has led the exercise of the regional strategy for the Europe and Central Asia region for the Vice-President for three years. She previously worked in Natural Resource taxation and public finance issues in resource rich countries at the International Monetary Fund, and on economic and environmental analysis issues at the American Chamber of Commerce in Jordan, and Global Concepts and Communications, LLC. She holds of Bachelors from the School of Foreign Service at Georgetown University, and a Masters on Energy Policy from Johns Hopkins.

PLENARY SPEAKER XII:

Awais Bhatti, College of Business, School of Business Management, University Utara
Malaysia, Sintok-Kedah, Malaysia

Service Quality and Customer Loyalty in Islamic Insurance Sector Exploring the Mediating Effects of Customer Satisfaction

The purpose of this study is to explore the mediating role of customer satisfaction between service quality dimensions and customer loyalty in Malaysian Islamic insurance sector. Based on the literature, six service quality dimensions were used to develop theoretical understanding about customer satisfaction and loyalty. This study proposes and tests a framework via structural equation modeling (Amos-16). The results of the analysis indicated that four of six service quality dimensions (tangible, responsiveness, fairness, and reliability) positively influence customer satisfaction which further influences customer loyalty. In other words, customer satisfaction mediates the relationship between four of six service quality dimensions (tangible, responsiveness, fairness, and reliability) and customer loyalty. Only two service quality dimensions (assurance and empathy) were not significantly related with customer satisfaction and loyalty. The findings further suggest that fairness have strongest effect on customer satisfaction and loyalty. The result of the study will help the managers and professionals to better understand how customer perceive service quality dimension and how these service quality dimensions are important for customers as well as for the organization. The study tested the impact of service quality dimensions on customer satisfaction and customer loyalty and found that tangibility, responsiveness, reliability, and fairness positively influence customer satisfaction. Therefore, the result of the study will help managers and professionals about how to deal with the customers to maximize the organizational profit. The result of the study suggested that fairness have strong influence on customer satisfactions and managers should pay attention on the fairness to improve service quality and maximize the customer satisfaction. As per our best knowledge, the suggested model and Islamic insurance sector have never been investigated before.

Biographical Details:

Dr. Awais M.B. is currently working as Associate Professor in School of Business Management, College of Business, University Utara Malaysia. He holds bachelors' degree in Business and Accountancy, MBA in Marketing, Human Resource Management and Information Technology, PhD in Training & Development. His area of expertise includes international business, strategic Management, Human Resource Development and Human Resource Management. He is a professional trainer and design training programmes for managers and executives around the world. He is also review work for the European Journal of Training and Development, review work and member of program committee for IBIMA 2011conference. His devotion towards training and research activities enabled him to publish books and journals in different fields mainly in the area of training and development, internationalization, E-learning and business research.

PLENARY SPEAKER XIII:

Rafi Amir-ud-Din, Assistant Professor, Department of Management Sciences, COMSATS
Institute of Information Technology, Lahore.

**Protecting the Vulnerable: The Case of Internally Displaced Persons
(IDPs) in Pakistan**

Vulnerability as a measure of human deprivations is a more comprehensive and value-laden term than poverty. While the poverty analysis provides a profile of the characteristics of the poor people, vulnerability analysis explains, among other factors, the role of risk in creating the dynamics that contribute to the observed poverty level. Social protection is an important concept in the policy dialogue on the vulnerabilities of the people and is aimed at finding ways to help the vulnerable people in managing the risks and becoming less susceptible to the welfare losses. Vulnerability takes a number of forms and requires different types of social protection mechanisms. This paper analyses the vulnerabilities of internally displaced persons (IDPs) in Pakistan and identifies the social protection delivered by various government and non-government stakeholders. The paper also reviews the literature on the vulnerabilities of the IDPs in different part of the world to explore the best practices in providing social protection to IDPs.

Biographical Details:

Dr. Rafi Amir uddin has worked as journalist, academic and researcher. He has over ten years' experience of teaching development economics, econometrics and mathematical economics at graduate and post-graduate levels. Currently, he is Assistant Professor in the Management Sciences Department at COMSATS Institute of Information Technology, Lahore. His PhD thesis was related to the measurement of global poverty within the framework of capability approach. Dr. Rafi developed a composite index to measure the level of deprivation in the 193 economies of the world. His research interests include theoretical debates on economic issues. He has also conducted research on conceptual and empirical aspects of poverty alleviation, energy, environment and human development. Islamic economics and finance is yet another area of his interest

PLENARY SPEAKER XIV:

Mehtab S. Karim, President, The Metropolitan Institute & Research Prof School of Public Policy, George Mason University

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Biographical Details:

Dr. Mehtab S. Karim is a social scientist and has been associated with universities in USA and Pakistan for over 30 years. Recently he was appointed as President of Karachi Institute of Technology and Entrepreneurship. Since 2010, he is a Distinguished Senior Fellow & Professor, at Center for Global Policy in the School of Public Policy at George Mason University, Virginia, USA, where he is also coordinating US State Department funded university partnership program with the University of Karachi. He is also a research consultant to King Abdullah Petroleum Studies and Research Center in Riyadh Saudi Arabia.

Earlier he worked at Pew Research Center, in Washington DC; the Aga Khan University in Karachi, Pakistan; Princeton University; London School of Economics, Johns Hopkins University; National Institute of Child Health & Human Development and; Pakistan Institute of Development Economics, Islamabad. During 1991-95 he was a consultant to the World Bank Washington DC, and on several occasions was also consultant to the United Nations in New York.

FEATURED TALKS

Featured Talk-1

Wasim Qazi, Vice President, Iqra University

Educational Challenges and Reforms Strategies: A Critical Review of Public Sector Initiatives

Biographical Details:

Prof. Dr. Wasim Qazi is a Vice President of Iqra University, having previously served as an Executive Director of the IU from 2004 to 2010. Dr. Qazi initiated his career in 1995-96 from Hamdard University as a Special Assistant to the Chancellor and Vice Chancellor. In 1999, he joined the University of Lahore as an Advisor to the Rector and Director in the Institute of Liberal Arts and Social Sciences at the University of Lahore. He was also engaged as an Advisor to the Board of Governors, University of Faisalabad.

Dr. Qazi received his post doctorates from the Australian Catholic University (Australia) and Eastern Kentucky University (EKU) and was an International Visiting Scholar at the Western Michigan University (USA). He earned a PhD in Educational Administration from Hamdard University and Masters in Philosophy from the University of Karachi.

Featured Talk-2

Noman ul Haq, Institute of Business Administration

Social Sciences in Non-Social Sciences Environment: New Relationships, New Realizations

Biographical Details:

Dr. Nauman Naqvi is associated with Institute of Business Administration as a faculty member. Earlier he worked as an Acting Dean of the School of Arts, Humanities and Social Sciences, and Founding Faculty at Habib University. He received his PhD in Anthropology from Columbia University, though his thought and work are interdisciplinary – ranging across anthropology, history, literature and philosophy. His recent publications include “Acts of Askesis, Scenes of Poesis: The Dramatic Phenomenology of Another Violence in a Muslim Painter-Poet,” *Diacritics: A Review Journal of Criticism and Theory*(2012), and “Profession on the Cusp of Saturn’s House: Weighing the Wager & Wages of the Time of a Postcolonial-Historical Pedagogy (or, Teaching History at the Limit of Time),” *Interventions: International Journal of Postcolonial Studies* (2013).

ABSTRACTS

Pakistan's Future Security Challenges and Way Forward

Ayaz Khan

The end of cold war brought significant changes in the overall power structure of the world. The rise of United States as the singular super power, the emergence of the new economic power centers and the overwhelming significance of technology has deeply influenced the security environment around the globe. Terrorism and extremism are the nerve shattering threats to all mankind. In Pakistan, in the past few decades, various forms of terrorism, with extremism being its main facet, have become an immense challenge comprising of violence and aggression. These are grave threats that are interdependent and have cognitive, psychological, and behavioral causes and effects in present day life of our society. There is growing evidence that implies an upsurge in the prevalence of extreme ideologies, rising serious concerns regarding translation of such ideologies into disastrous acts of terrorism, and APS Peshawar attack is a calamitous brutal example of that. Islam that literally means peace has elaborated the rights of mankind and their duties to one another, and it strongly discourages any act of terrorism. Ironically, in today's Pakistan, this very religion is indicted to be related to religious intransigence, immoderation and frenzy. Moreover, the polarization of society on religious and sectarian basis further deteriorates the security situation. The unfinished agenda of the partition of the sub-continent, disturbed LoC situations and mistrust continues to bedevil Indo-Pakistan relations in this region. Hegemonic designs of current BJP government and recent Indo-US nuclear collaboration with clear tilt of US President Obama towards India during his January 2015 visit has added yet another dimension to the security calculus of the region. As a reply, the concept of asymmetrical warfare is getting popular and much used these days.

Today, Pakistan stands on a crossroad in the face of changing geo-political environment. A number of internal and external security challenges are faced by Pakistan, which need to be addressed through elaborate long and short term measures. There is a dire need to create national harmony among the masses through mutual understanding, tolerance, peace and solidity. At the same time justice, poverty eradication, sustainable socio-economic development and soft image of Pakistan are the demand of time. Application of soft power would remain a viable tool to fight internal as well as external security challenges.

An attempt will be made in this paper to highlight the Pakistan's future security challenges, their effects and probable way forward. It is also an appraisal about the role of Pakistan in regional security in the context of NATO and Extra-Regional Forces withdrawal from Afghanistan. This study also examines the unambiguous shift of US inclination towards India to harness Chinese hegemony in the region with special emphasis on Indo-US nuclear deal and its impact on Pakistan. The new concept of asymmetrical warfare, its manifestation in different forms with particular reference to Pakistan's internal / external dynamics and response options at national level are also discussed. At the end rationale to apply soft power by Pakistan has been discussed.

Affiliation

Department of International Relations, University of Karachi, E-mail: myworldali@gmail.com

Title- The 21st Amendment and Constitutional Rights: A New Beginning of Partial Justice or Injustice?

Shah Rukh Hashmi, Sehar Sabir & Muhammad Tariq Abbasi

On its way to be 'established democracy' Pakistan needs to stand with freedom, liberty and provision of fundamental human rights, also to adore, endorse and accept them in accordance with the spirit of the constitution. One of the prime organs of the nation state is independent judiciary and notion of justice for all both in principle and practice. The 21st amendment of the constitution made in the aftermath of a new wave of terrorism violates the prime and per-requisite notion of justice for all, hampers the nourishment of democratic forces and invokes open violation of human rights. Part-II (article 8-28) of the constitution demands for free and fair trial by law with full credentials of justice and transparency. Whereas, the 21st amendment neglects and marginalizes this essential provision for the accused and is aimed at the particular sub-division of terrorism, owing to the narrow and prejudiced definition of subject made in the amendment. This narrow definition of subject escapes the political figures, government officials and separatist militant groups who are either involved or were indulged in terrorist activities. This paper highlights that how modern history of war tribunal in aftermath of World War II was free, open and transparent. The rule of law and justice did not provide sanctuary to anyone. Pakistan stands against the black laws of 'Terrorist and Disruptive Activities' (TADA) and 'Prevention of Terrorism Act' (POTA) in Indian Occupied Kashmir and supports the right of self-determination of Kashmiris'. This stance of Pakistan would seek no place in the presence of such amendments in its own constitution and the people of Pakistan would lack moral justification for their support to the victim of war tribunal such as in Bangladesh and in rest of the world. The paper further explains that judicial arrangements within prevailing judicial system could have been made exclusive of false foundation of partial justice and unfair trial. Contextually these arrangements would not hamper or harm fundamental rights but would ensure free and fair trial and justice for all.

Affiliation

PhD Scholar, Jilin University, China, E-mail: sehar.sabir@yahoo.com

Syntactic Errors in Written English

Sameera Sultan

This paper investigated the syntactic errors prevalent in Pakistani undergraduate students' written English. It also sought to outline the possible causes of these errors. The study employed qualitative content analysis by basing it on Corder's error analysis methodology to accomplish the research objectives. The study was conducted at a renowned private university. Participants for the study were those BS first year students who had obtained their higher secondary school certificate from Karachi Intermediate Examinations Board. The writing samples of eighty eight of these students were obtained. The corpus was then analyzed to discover the syntactic errors, and determine their frequency, types and causes. The major syntactic errors that emerged from the analysis were erroneous verb phrases, run-on sentences, semantically and syntactically ill-formed clauses due to word for word translation from mother tongue, and faulty vocabulary respectively. An equal number of interlingual and intralingual

errors were found. Students' inadequate competence, insufficient training, and limited exposure to the target language are considered to be the prime causes behind the thence discovered errors. A significant finding of the study is that most of the syntactic errors found in the corpus have their roots in learners' lack of knowledge regarding the difference between speech and writing. Therefore, the study recommended that modern language teaching methodologies be employed for English language teaching. In addition, it strongly recommends that the difference between speech and writing particularly pertaining to syntax and structure be taught explicitly to the learners both at the college and university level.

Affiliation

Department of English, NUFAS, E-mail: sameerasultan.7@gmail.com

The Reliability of Alliances on Korean Peninsula in Post-Cold War Period: Democracies vs. Non-democracies

Haykaz Nazlukhanian, Shah Rukh Hashmi, & Muhammad Arif Khan

Alliance building has been an important feature of international relations in all the international systems. In Cold War international system these alliance were formed on ideological basis. Some of these have disappeared in post-Cold War, while others exist as yet. One such examples is the US-ROK alliance and PRC-DPRK alliance. Although these alliances were formed to balance each other, yet the commitments are dependent on the form of government in each of the ally state, in the wake of post cold war. This article examines the alliance formation through theoretical prism and contributes to the role of democracies and non-democracies in strengthening or weakening the asymmetric alliances through examination of Democratic Peace Theory. This paper argues that the shared identities (democracy) strengthen the asymmetric alliance whereas the vacuum of shared identities (non-democracies) weakens asymmetric alliance. The paper deals with the US-ROK alliance and PRC-DPRK alliance in post cold war international system and concludes that mutual trust, strong institutions, co-operative bargains and aversion of conflicts leads democracies to assure and maintain levels of commitment.

Affiliation

PhD Scholar, Jilin University, China, E-mail: shahrukhashmi_ir@yahoo.com

Innovative Model of New Offerings in Universities of Karachi

Shuaib Ahmed Soomro

This research study aims to investigate the influence of adoption of new major/specialization in the universities of karachi, Pakistan. It also analyzes the relationship between new major and their adoption behavior. This research uses one sample t-test (SPSS 17) to test the relationship of selected variables i.e. Relative advantage, Observe-ability, Trial ability, Compatibility and Complexity with the behavior of students in adopting a new major/specialization. A convenient sample of 250 students has been taken from public and private sector university students from Karachi to test the relationship of selected variables. Using SPSS 17 statistical evidence at .05

level of significance, proved that relative advantage, trial-ability, compatibility, complexity, and observe-ability are significantly correlated with new course adoption. The study significantly reveals that the students performing well are looking for innovative majors and accepting the new major as a challenge. In this way universities are attracting brighter and more intelligent students by advertising the new majors and trying to gain maximum return and thus, achieve higher rate of enrolment over time. The results show that relative advantage, compatibility, trial-ability, complexity and observe-ability are positively correlated with the adoption of new major. Marketers have a plenty of opportunities available to them because according to the research studies carried out in the context of Diffusion of Innovation, the possibility as to whether an individual will or not, and when to adopt an innovation is influenced by personal characteristics of the adopter. Thus, diffusion of innovation model is a useful predictor of students enrolling in new major areas of study. The findings are helpful for academicians, bureau of curriculum and other institutions to design and market new academic programs.

Affiliation

Institute of Business & Technology, Karachi, E-mail: ah.shuaib@gmail.com

Recovery Strategies of Post Flood Victims, evaluation survey Study in Kelantan, Malaysia 2015

Asma Parveen, Rahmattualh Khan & Fauziah

December 2014, we saw our nation battling one of the largest catastrophes it has ever faced. With more than 25 million people rendered homeless, almost one thousand suffered and had left with a lot of damages. The magnitude of the disaster can be gauged from the fact that at one point, there was uncountable worst affect of Flood on the most areas of Perak, Pahang and Kelantan. Still these areas needed support, morally and psychologically for better recovery.

Our Study was focused on evaluation of coping strategies adapted by flood victim for recovery from the anxiety, sadness and trauma after disaster. We investigated their coping strategies for better recovery and rehabilitation.

For this Survey Research the City Kelantan was visited by clinical Psychologist, health professionals, social workers and students of University of Pendidikan Sultan Idris. We selected randomly (N=40) affected people (male=18), (Female=22) with different age levels (30 -60 years) in the Main area of Kuala Krai (Jan-Feb 2015). After taking their personal consent administered Demographic characteristic form and COPE Scale (Carver, 1999), with 14 sub scales, through a short interview related to their current psychological state of mind.

Results revealed that they had greater levels of subjective stress and depression even after two months of the disaster. People had a great level of fear and depression (75%) about their loss of home and belongings. Coping scale indicated that there is still a high need of emotional and social support. Females had a high level of response on sub scale of seeking emotional support, religion, venting of emotions and behavioral disengagement. Man mostly responded on active planning, acceptance and suppression of competing activities. The responses revealed denial, anger, mental disengagements, and drug use, negative coping responses.

This research revealed that people need psychological, emotional, social interventions to deal their stress, social and emotional issues. We need to work on the coping

strategies and interventions of flood victims to make an easier recovery for a healthy life.

Affiliation

University of Pendidikan Sultan Idris, Malaysia, E-mail: asmaperveen@fppm.upsi.edu.my

The Difficulties of English Essay Writing in Grade 11'12 ESL/EFL Learners: An Overview of Current Problems and their Causes

Shahla Naz

This paper reports and discusses the dilemma grade 11'12 ESL/ EFL learners' face while writing essays in English. The paper discusses current problems and causes of this dilemma. The aim of this paper is to identify problems faced by ESL/EFL learners while writing essays in English. The report also recommends a couple of strategies to the stakeholders and teachers, so that they can help learners to improve their writing skills. In this study, a set of self-developed data questions were used to interview three lecturers of two different colleges in Karachi, Pakistan. These questions were created mainly to collect information regarding students' essay writing skills. The interviews were conducted as per convenience sampling method as discussed in Cohen, Manion and Morrison's book. Finally, current problems and main causes were identified through in depth analysis of the answers provided by participants to open ended questions. Inter-coder/ rater reliability was applied to calculate reliability through online Cohen's Kappa index-value calculator, which verified number of agreement. In conclusion, research findings indicate a need to improve teaching and learning practices. The paper recommends teachers to help students to develop writing skills right from the elementary classes. This can be achieved through introducing English writing courses with the help of ICT.

Affiliation

*M.Phil Candidate, Faculty of Education and Learning Sciences, Iqra University,
E-mail: shahla.naz84@gmail.com*

A Psychodynamic Approach to Educational Leadership in Institutions of Pakistan

Kiran Hashmi

George (2000) and Dasborough and Ashkanasy (2002) claimed that leadership is an emotional process in which leaders express emotions and try to arouse emotions in their colleagues. Concurrently with a growing literature on institutional climate, work morale and emotional stances, focus of studies have now tilted more towards the investigation of the emotional awareness and utilization component of the leaders and colleagues within institutions. Western literature support the notion that professional behavior for an educational leader is primarily rational and emotionally controlled. The relationship of reason and emotion is often played out as one of mutual exclusion, and moreover as one representing hierarchy of leaders and colleagues. Positions in most educational institutions are ritually emphasized through strict emotional control/suppression. Since, emotions play a crucial role in the regulation of workplace

relations, negative emotions are the basis of awareness and positive ones are that of trust, therefore they both are needed in everyday situations. Educational leaders' emotions can be used as tools to motivate and to express individualist attention and caring. Workplace is an emotional place and it is of best interest of the institutional members to understand the educational leaders' emotions, their antecedents and their consequences. Recognizing the importance of emotions of educational leaders' in an institution for its functioning, the study draws its focus on an aspect of psycho-dynamics of leadership that has not been extensively developed in Pakistan. Emphasis will be laid on the development of a theoretical framework on how institutional functioning can be understood differently through an approach that includes emotions in educational institutions. It is anticipated that this study will provide a baseline for the extension and promotion of the leadership by adding the aspect of emotion and psycho-dynamic approach in enhancing their functioning within institutions.

Affiliation

Notre Dam Institute of Education, E-mail: kiran.hashmi@ndie.edu.pk

Girls' Access to Primary Education: Causes & Challenges within the Slums of Karachi

Iffet Sultana

This study explores major causes and challenges for girls' access to primary education in Karachi slums. This qualitative study consists of female students attending government girls' primary schools in the slums of Karachi. Three hundred female students have participated in this study. The information is collected through interview, focus group discussions, observations and informal conversation. The data is analyzed by employing thematic analysis using constant comparative method. The study reveals that girls have limited access to primary education in slums due to low socio-economic status, socio-cultural obstacles and parents' low level of education. Girls in slums are facing several challenges to access primary education such as poverty, family restrictions, unattractive environment of school, and social environment of slums Karachi. Access and equity are essential factors in the promotion of girls' education. On the basis of these findings, a number of recommendations are made in this study that may help stakeholders understand the causes and challenges faced by female students to access primary education in slums. Parents of girls may be provided soft loans; this may reduce their financial burden to some extent. The issues of girls' under achievement at primary level must be addressed on priority basis. The provincial education plans of action must reflect the concerns of girls' students. Achieving the targets of Education for All, Millennium Development Goals, National and provincial Plans of Actions regarding girls' education seems to be a big challenge. The time has come when the focus should be on developing and empowering the females in slum areas.

Affiliation

*Assistant Professor, Faculty of Education and Social Sciences, Iqra University,
E-mail: iffet.sultana@iuk.edu.pk*

Role of Head Teachers to Deal with Conflicts and Crises among Teaching Staff and Students: Case Study at Secondary Schools

Jam Muhammad Zafar

A school head deals with a number of conflicts and crises during leading a school. In school, conflicts and crises need to be visualized as problems. The study aimed to analyze role of head teachers to deal with conflicts and crises among teaching staff and students at secondary schools and to identify causes of the conflicts and crises at secondary schools. The sample included thirty six (36) head teachers, one hundred and eight (108) secondary school teachers and three hundred and sixty (360) students with the same ratio of male and female as well as urban and rural. The study was descriptive in nature and a questionnaire was designed as a research tool in the light of the objectives and by keeping in view the related literature. After validation of the research instrument, the researcher personally visited to collect data from the selected districts of Punjab. After collecting the data it was analyzed by using relevant statistical formulas. The data revealed that the majority of head teachers deal with causes of conflicts and crises of teaching staff as; absentism, poor performance, misconduct, lose talking, extremism, grouping, hostility and violence. In the light of the findings it was concluded that most of the head teachers dealt with conflicts and crises regarding male teachers as compared to that of females and also that they dealt with more conflicts and crises about the teaching staff working in urban area schools as compared to rural areas. It was recommended that special trainings should be organized for head teachers to deal with conflicts & crises of teaching staff at secondary schools.

Affiliation

Islamia University Bahawalpur, E-mail: jam.mzafar@gmail.com

Impact of Teaching Style of University Faculty (Permanent and Visiting) on Student Learning

Fahim Jilani & Yasir Ali Soomro

The aim of this study was to find out the impacts of teaching style of university faculty on student learning and growth in which two dependent variables and three independent variables had been taken. The research questionnaires of the study can be summarized in two parts; one belongs to teacher questionnaires and other belongs to student questionnaires. In the questionnaires for teachers' we had 20 questionnaires. 15 questionnaires were divided into three parts, where the first belonged to Knowledge, Skills & Experience i.e., (KSE1 to KSE8), the second belonged to Job Structure i.e., (JS1 to JS5) & the last part belonged to Consultation Time/Class Time i.e., (CT1 to CT2). The total filled questionnaires were 250, so we analyzed and interpreted the data according to our requirements by using MANOVA technique. It was concluded that permanent faculty teaching style was more favorable as compared to the visiting faculty teaching style.

Affiliation

Faculty of Business Administration, Iqra University, E-mail: fahim.jilani@gmail.com

Analysis of Human Capacity Building through Vocational Education: A Case Study to Analysis the Impact of Vocational Education for Capacity Building and its Impact on Economy of Pakistan

Rizwana Muneer, Nighat Younis & Nuzhat Younis

Human capacity is the key factor in the development of a nation. Vocation education is a source that enhances and sparkles human capacity building. It can be defined as a way to train people with commercial or industrial expertise. Vocational education can be obtained from the technical schools and colleges or on job training. The purpose of this paper is to analyses the situation of currently vocational institutes in Pakistan by measuring key factors, like type of vocational educations courses, level of training and their impact on capacity building for industries. The findings of the results addressed that the key areas of impact are social, labour market and enterprise performance. Error correction and Johnson co-integration methods are used to measure the nature of relationship in the frame work to determine the relationship between the variables and discuss key findings along with valuable suggestions that the government should take steps to ensure vocational education and training as a tool of national development.

Affiliation

Chairperson, Department of Education, University of Karachi, E-mail: muzhat-younis@yahoo.co.uk

Disparagement as a Processing Stimulus for Humor in Advertising

Irfan Hameed, Siraj Jamal & Javed Husain

This research paper explores the mediating role of attitude towards the advertisement and attitude towards the brand in the relationships between disparagement as a processing stimulus for humor in advertising and purchase intention. Data has been collected from 202 individuals. Confirmatory factor analysis, structural equation modeling, and macro developed by Preacher and Hays have been used to test moderation and a good fit between the data and tested model was observed. As predicted, purchase intention was positively related with disparagement and full mediation effect has been found. Findings provide media agencies with an insight into the audience emotional consequences in exposure to disparagement used in advertisements. Findings are particularly salient for national and multinational media agencies in Pakistan as well in the other parts of the world. This is one of the first studies to provide empirical support for the relationships between disparagement and purchase intention in Western and non-Western (Pakistani) context.

Affiliation

Faculty of Business Administration, Iqra University, E-mail: irfan_h144@yahoo.com

Antecedent to Word of Mouth Communication

Tarique Jalees

Consumers are exposed to hundreds of stimuli (advertisement) every day due to which the traditional advertisement has become less effective. Comparatively word of mouth communication is found to be more effective for changing consumer's attitude and behavior towards a brand or product. Despite its importance researchers have paid less importance towards the antecedent to Word of Mouth (WOM) communication. Thus the aim of this study is to measure the effect of satisfaction, brand loyalty, commitment and trust on word of mouth (WOM) communication. The sample size for the study is 633, which is higher than the minimum required for studies based on SEM. Mall intercept method was used for collecting the data. The constructs used in this study have established reliabilities and validities and had been used in the studies similar to the context of this study. After ascertaining the normality of data a typical multiple step procedure was adopted for this study which is inclusive of Reliability Analysis (2) Validity Analyses (4) CFA for all the constructs through SEM (5) Testing overall Model (through SEM) (6) Analyzing the derived hypothesis based on standardized Estimates and Critical Ratios. The model successfully explained consumer attitude towards word of mouth (WOM) communication. Of the the four hypotheses three failed to be rejected. Trust was found to be the strongest predictor of word of mouth (WOM) communication, followed by Trust, and commitment. Consumer satisfaction has no effect on word of mouth communication. Implication for managers and policy makers were drawn from the results.

Affiliation

Associate Professor PAF-KIET, Ph.D. (Marketing), University of Malaysia, Sarawak. MBA from University of Laverne (USA) in 1982, E-mail: tariquej2004@yahoo.com

The Impact of Demographic Characteristics of Consumer on Brand Equity, Loyalty and Awareness

Rahat Maqsood & Naveed R. Khan

This paper aims to examine the impact of demographic characteristics of consumer on brand equity, loyalty and awareness. The data collected through self-administered field survey via adopted questionnaire. The research questions were examined through descriptive analysis, t-test and ANOVA. The results supported the hypotheses and indicated that demographic characteristics of consumers, such as, age, gender and education have a significant effect on brand equity, loyalty and awareness. The findings suggested that producers / marketing managers of apparel industry should focus on consumer characteristics while introducing, or promoting, or advertising their product since age, gender and education may have an effect on consumer behavior.

Affiliation

*Business Graduate, Department of Management Sciences, Iqra University,
E-mail: rahatmaqsood90@hotmail.com*

Level of Primary School Teachers' Extrinsic and Intrinsic Motivation and Performance in Sindh

Farida Sheikh, Isamil Saaad & Muhammad Ilyas Bhutto

This study examined the existing level of primary school teachers' perceived intrinsic and extrinsic motivation and their performance assessed through respective head-teachers. Data was collected through adapted teachers' and head-teachers' questionnaires having both Likert-scale items and open-ended questions. Teachers' questionnaire involved 38 (11=intrinsic motivation, 14=extrinsic motivation) and three open ended questions within the same questionnaire used for obtaining qualitative data. They asked for teachers' insights into existing problems and the measures to improving teachers' motivation and performance; whereas, head-teachers' questionnaire implicated 13 Likert-scale items asking for respective performance of the teachers. Overall internal consistency of the tool was measured through Cronbach's alpha which stood good (.822). The alpha values stood at .892, .745 and .851 for intrinsic motivation, extrinsic motivation; and teachers' performance respectively. The multi-stage random sampling involved 348 teacher-respondents and 40 head-teachers of District Hyderabad, Sindh. Data was analyzed through SPSS package of 16.00 for descriptive statistical analyses at 0.05 confidence-intervals. Descriptive statistics revealed that teachers ranked their intrinsic motivation better (mean ranged 1.62 to 2.18 for 11 items) against extrinsic motivation (mean ranged from 2.50 to 3.97 for 14 items). Teachers' 13 performance items did not catch supporting evidence i.e. means ranged from 1.93 to 3.97 (with 2.82 mean of means) which is disappointing one.

Affiliation

PhD Scholar, Faculty of Education and Learning Sciences, Iqra University,

E-mail: farida1s@yahoo.com

Indirect Impact of Hedonic Consumption and Emotions on Impulse Purchase Behavior: A Double Mediation Model

Mirza Amin ul Haq & Salman Abbasi

Impulse purchasing is a universal yet pretty little-discussed phenomenon. This research study was oriented with the objective to identify the double-mediated relationship between impulse purchasing behavior and fashion involvement through hedonic consumption and emotions. To achieve this objective, survey research method was deployed and data had been collected from 250 general fashion consumers of Karachi. Process macro developed by Heyes (2012) was used as a statistical tool in order to study the relationship between the studied variable. The results suggest that hedonic consumption and emotions fully mediates the relationship between fashion involvement and impulse purchasing. The implications portrayed that there is a significant positive indirect effect of fashion involvement on impulse purchasing behavior through hedonic consumption and emotions collectively.

Affiliation

Lecturer, Faculty of Business Administration, Iqra University, E-mail: amin.ulhaq@iqra.edu.pk

Impact of Vicarious Role Model on Purchase and Behavioral Intentions Amongst Youngsters of Karachi

Muhammad Zubair Haroon, Mirza Amin ul Haq & Najmonnisa

The concept of celebrity endorsement has evolved in the last few decades and it has strengthened its roots. Companies spend millions of dollar on celebrity endorsement. Marketers are trying to identify the impact of celebrity endorsement on companies' profitability and advertising objectives. The purpose of this research is to investigate the impact of vicarious role model such as showbiz celebrities or sports celebrities on behavioral (brand loyalty & positive word of mouth) and purchase intentions among young adults of Karachi. The survey research method is used. Structured questionnaires are used to collect data. Convenience sampling technique is applied on sample size of 252. First, the factor analysis is performed to compute variables and then, the multivariate regression technique is used to check the impact of role model on behavioral and purchase intentions. Results show that the role models have a significant impact on young adults' purchase intentions. Result also show that role models have a significant impact on brand loyalty and positive word of mouth.

Affiliation

Faculty of Education and Learning Sciences, Iqra University, E-mail: zubairmharoon@gmail.com

Socio-Economic Status of Beggars In Urban Areas and Their Involvement in Crimes: A Case Study of Karachi City

Sakina Riaz

The aim of the present research paper is to find out the life patterns of urban beggars' demographic characteristics, literacy, employment, income, household infrastructural facilities, and their socio-economic status and their involvement in crime in urban areas of Karachi city. A cross-sectional research design was employed in this study. A sample of 140 street beggars, was selected from various public spaces using a convenience sampling technique. Both quantitative and qualitative methods for data collection were utilized. All the respondents were interviewed according to a pre-designed & pre-tested questionnaire and after taking informed consent.

The study recommends that to address the phenomenon of street begging and contributing factors for their involvement in criminal actives, policy planners and local government authorities must adopt multi-faceted, multi-targeted approaches in the form of preventive, rehabilitative and responsive interventions.

Affiliation

Assistant Professor, Department of Social Work, University of Karachi, E-mail: syedasakinari-iaz@yahoo.com

Attitudes of Children with Disabilities towards Information Technology

Abdul Hameed & Afaf Manzoor

Information technology tends to create a divide between those who use it and those who fail to use in various social functioning at home or in the office. This digital divide has long reaching effect on the overall human productivity. The consequences include unemployment, poverty, low social and economic status and reduced participation in the society. Children and adults with disabilities face social marginalization, which hinders their growth and development. Various rehabilitative interventions are carried out in order to minimize this effect. Any further digital divide based on limited accessibility to information technology can widen this gap. They can be then easily marginalized further making their survival even more difficult than before. It seemed desirable to survey the attitudes of children with and without disabilities in order to identify any possible digital divide. Students with and without disabilities enrolled in grades IV and V were surveyed to collect the data. Simple questions were asked, such as, can you make a call on mobile? Can you compose a text message? What other purpose do you use your mobile for? Similar questions were asked regarding the application of computers. The data analysis revealed that there exists a digital divide based on disability. The gender also added to the digital divide. The detailed findings and recommendations will be shared in oral presentation.

Affiliation

University of Management and Technology, Lahore, E-mail: abdul.hameed@umt.edu.pk

Case Study: Early Childhood Development through Parental Involvement Program(PIP)

Shahida Mohiuddin

This research study presents a case study of parental involvement program of Khyber i.e. a village in the rural parts of the Interior Sindh Region, Pakistan in which the programs' management, mentors and volunteers as well as participating parents and preschool children from Khyber were interviewed about their experiences. In addition, observations of PIP lessons and activities were conducted in a natural setting to evaluate the programs' impact on children, parents and the community as a whole.

Research in the field Early Childhood Development has proven that children who participate in well-conceived Early Childhood Development Programs, where their mothers are actively involved tend to be more successful in later school, are more competent socially and emotionally, and show higher verbal and intellectual development during early childhood than children who are not enrolled in high quality programs. Ensuring healthy child development, therefore, is an investment in a countrys' future workforce and capacity to thrive economically and as a society.

One of these projects is 'Parental Involvement' program (PIP) for Early Childhood Development at Khyber (Interior Sindh) Pakistan. It was created at the request of a local community, where most of the mothers are illiterate and do not know how to play an active role in their child's development. This project was designed and developed by Razia Shivjeein- Montessori expert from USA. This program empowered local mothers to become their child's first and most influential teacher.

A fundamental principle underlying this program is the development of the whole child, which refers to holistic development of the physical, emotional, social, aesthetic and cognitive needs of a child. Unique to this program is the urban-rural dynamic, in which women from the urban setting of Sindh as teachers use their acquired knowledge from Master Teacher Training Program – Early childhood Development to replicate Parental Involvement' program to underprivileged area of Khyber. Every Sunday in the school premises the volunteer teachers presented a lesson with interesting activities for example how to tell stories to their children to the parents and children. Not only that, but parents were encouraged to present their learning to whole group and develop activities for their children. More over, volunteer team also visits to mothers at home to assess and help how parents spending their time with their very young children.

After participating in the program children have shown positive changes in their academic/cognitive abilities, social behavior and linguistic development. The participants' mothers are showing an appreciation for early learning, in contrast to prior apathy; an increase in self-esteem and confidence; and an observable shift in physical appearance and behavior. Rather whole community is participating in this project. This has sown the seeds for a strong community ethos.

Parental involvement program should be replicated in additional urban settings and rural villages of Pakistan. In todays' global time we should relook on different strategies and programs to implement in our cities and rural areas to create an educated Pakistan.

Affiliation

Assistant Professor, Institute of Business Administration, E-mail: shahida.mohiuddin@iobm.edu.pk

Effects of Career Conversation on Career Competency of Students at University Level: A Correlational Study

Najmonnisa & Muhammad Zubair Haroon

In this study the researcher aimed to explore the relationship between career conversation at tertiary level of education and students' career competencies (i.e. career reflection, career exploration and networking). By using quantitative research approach, the correlational research method was employed to explore the relationship between career conversation at tertiary level of education and students' career competencies. Data was collected by using survey technique. 234 participants were selected by using stratified random sampling technique from a private sector university. Questionnaires were distributed to participants to find out their perceptions. Data was analyzed by using SPSS 18 and Pearson Correlation technique was used to explore the relationship between variables. The findings of the study revealed that there is significant positive relationship between career conversation at tertiary level of education and career competencies. Students who receive career guidance at university level show competencies in the areas of career reflection, career exploration and networking. Currents research study is limited to the students of one Private Sector University. For future research it is recommended that with large sample size data should be collected from public and private sector universities of Pakistan, advanced statistical techniques should be used to examine and explain the relationship between career conversation and career competencies. Career conversations at university level enhanced the career competencies of students. The findings of the study guided teachers, University educational administrators and policy makers in terms of providing opportunities of career

conversation to their students. Career conversation is relatively an emergent concept at tertiary level. Dearth of research is felt in this area. This paper discusses the importance of career conversation for enhancing the career competencies of students

Affiliation

Assistant Professor, Faculty of Education and Learning Science, Iqra University, E-mail: najmon-nisa@iqra.edu.pk

The Study of the Awareness of the Decision Making Factor in Career Selection in Adolescence

Rizwana Muneer, Nighat Younis & Nuzhat Younis

A career is an individuals' journey through learning, work and other aspects of life. Choosing a career is one of the most important decisions a person has to make in their life. It is so important because that is what we will have to do to support ourselves throughout life. Choosing a career is always a problem and students never actually realize it until they have to fill up their college application which is considered a bad time to choose a career. There is a need to start planning. This planning can be done through good decision making to find the most suitable career for oneself.

The basic purpose of the study was to speculate on the awareness of the students of private schools of Karachi and to find out the factors affecting decision making while selecting career. Moreover, the aim was to identify some pivotal factors which students consider essential before selecting career, to parent some suggestions and make recommendations in the light of obtained level of awareness of the students, in order to improve the quality of education and in order to protect students from choosing wrong professions. The review of related literature includes career theories like Trait Factor Theory, Jhon Hollands' Theory of career choice, Super Theory, Bandura Theory, and Krumboltz's Theory, Childhood and adolescence career development theories and Michael Borchert research.

The strategy of this research paper was the Qualitative Research. The representatives of the population were the secondary class students. The total sample size was 75 students of different private schools, and the instrument used was document analysis and structured interview which consisted of ten questions. Research was done under the observation of a mentor, in order to have the ensured the right questions for the research. The data was collected through personal visits.

Affiliation

Chairperson, Department of Education, University of Karachi, E-mail: nuzhat-younis@yahoo.co.uk

Youth Activism-using it as a Catalyst for Youth Development in Pakistan

Anamta Rafique Ghur

Pakistan's history can be explored to witness the events of youth activism which has played a vital role in the political stature of Pakistan. Youth activism in Pakistan has evolved with the passage of time. The past bans on student unions have curbed down the rigorous political engagement of our youth but has molded it to new dimensions. This paper builds on the researches which focus on exploring youth activism

as a means to integrate the otherwise disengaged youth of Pakistan. It looks at the possibilities of fostering youth engagement via student federations based on A-political structures, solely aiming to serve the society. Moreover, it explores if youth activism in Pakistan can have an impact on the society; which can be done by inducing different attributes such as conflict resolution in the youth by encouraging them to participate in community building activities together. This research paper concludes, highlighting disconnect between the institutions and the growing population of youth, hence, stressing on the dire need of having strong representation of youth via structured platforms such as youth organizations or student federations.

Affiliation

SZBIST, Email: anamtaghur@gmail.com

A Shari'ah Perspective of Trading Islamic Security

Farrukh Habib

Avoiding riba, in its all forms, is the foremost imperative requirement of all Shari'ah compliant financial transactions. By virtue of this fundamental condition, the secondary trading of Shari'ah compliant securities should also not involve riba. However, the presence of currency and debt as underlying assets of these securities has made it almost impossible to eschew riba during their trading. Many fatwa issuing authorities, standard setting bodies, Shari'ah boards and individual scholars have employed ijthihad in proposing a viable solution of this vital problem; yet there is no satisfactory and globally accepted answer. Different jurisdictions, or even organisations within a single jurisdiction, have adopted diverse views or criteria regarding this burning concern. This paper furnishes a comprehensive and critical analysis of relevant classical as well as contemporary fiqh literature in order to investigate the issue. It tries to propose a solution on the basis of fiqhi characterisation of these securities whilst keeping in view the entire context of trading activity. In suggesting the solution, it also attempts to maintain the aspect of eliminating harm from the public without compromising the Shari'ah stance on riba. It is believed that this paper not only extends the theoretical discussion from fiqh perspective on this topic but also contributes towards establishing a more Shari'ah compliant capital market by suggesting a robust solution of the issue. Lastly, it is limited only to the fiqhi discussion; delving into any empirical research relevant to the topic is out of its scope.

Affiliation

PhD Scholar, The Global University of Islamic Finance, E-mail: farrukh.habib@hotmail.com

Effect of School-based Physical Facilities on Student's Academic Achievement: A Case of Karachi Secondary Public Schools

Asma Afzal

This research paper attempts to understand the effect of the physical facilities of the school on the achievement of students. It also identifies and explores the basic issues regarding physical facilities in Karachi's public sector schools. Keeping in view the triangulation, data was collected through in-depth interviews, observation and

questionnaires. The five independent variables were playground facility, drinking water facility, classroom atmosphere, washroom facility and school building. The dependent variable was that the achievement of students was used in this study. The purpose of this study is to analyze and identify as to what extent school physical facilities impact student achievement and teaching process. It was an exploratory study that explored the standard of the physical facilities and resources of the secondary level of the public schools. Population of the study consisted of all the public schools of the Karachi District, and out of it, $n = 52$ male and female public schools were selected as a sample of the study. 5 in-depth interviews with H.M were conducted. Data was analyzed through regression analysis and content analysis which was collected through survey method (questionnaires). The study used a principal component type of factoring and the value of Kaiser-Meyer-Olkin measure was found significant i.e. (0.81). Cronbach's Alpha for the reliability of the instrument was calculated using SPSS and it showed that it was 82.2% reliable and valid, through the local and international expert reviews. Besides, the Pearson correlation showed the positive correlation coefficient between independent and dependent variables. R values of the multiple correlation coefficients between predictors and the outcome was 0.892. The value of Adjusted R square was 0.772 which represented that the model was 77.2 % accurate. Recommendations were made in the light of the results that the Physical facilities of the schools should be regularly monitored; and any missing, lacking and required facilities should be provided.

Affiliation

PhD Scholar, FELS, Iqra University, E-mail: asma.afzal1@gmail.com

The Lost Promise: Realizing the Need to Generate a Passion of Teaching

Uzma Khalid Ghori, Aleena Khalid Ghori & Khalid Ghori

To be passionate about teaching is not only to express enthusiasm but also to enact it in a principled, values-led, intelligent way. Passion is associated with enthusiasm, care, commitment, and hope which are themselves the key characteristics of effectiveness in teaching. (Day, 2010)

Teaching and learning at its best is not an entirely rational set of processes. High-quality inputs do not always result in high-quality output. Good teaching can never be reduced to technique or competence. There are many factors that help or hinder effective teaching and learning. In this regard the Higher Education Commission Pakistan has made an effort to realize the lost promise for generating the passion of teachers for teaching. The need of in-service training was felt for the improvement of professional competency. No doubt, it was a highly complex activity and it is therefore in the interest of policy makers and managers who wish to recruit and retain teachers, and sustain them at their best. They could ensure that they remain passionate, knowledgeable and committed to providing the best possible learning activities for students of higher educational institutions.

Affiliation

University of Wah, E-mail: ukghori@gmail.com

Assessing Teachers' Emotional Burnout State: Development of a Measure

Faiza Shaheen & Nasir Mahmood

The principal purpose of this study was to develop Emotional Burnout Inventory (EBI) to assess the extent of low internal involvement of teachers in teaching in the national context of Pakistan. A measure of assessing teachers' emotional state of involvement in teaching was developed to serve the given purpose. The Burnout Inventory was administered among 403 working school teachers at primary, elementary and secondary levels. The level of Emotional Exhaustion, Depersonalization, and Inadequate Personal Accomplishment were given weightage in the Inventory with such indicators as fatigue, boredom, isolation, oppressive behaviour, low self-esteem, and lack of accomplishment of job tasks respectively. This measure was found with high reliability scores. The results of Factor Analysis showed the loading of items on Emotional Exhaustion EE, Depersonalization DP, and Lack of Personal Accomplishment PA. Suggestions to use this Inventory were also discussed.

Affiliation

University of Education, Lahore, E-mail: fizjanjua@gmail.com

Achievement and Retention Level of Grade 9 Biology Students: Comparison between Constructive and Traditional Teaching Method

Shabroz

This paper discusses and finds out the comparative effectiveness of traditional teaching approach versus constructive teaching approach on achievement and retention level of grade 9 students in Biology subject. This experimental study was to find out that which method of teaching Biology at secondary schools is more effective in learning Biology and which method helps in retaining what has already been learned. The sample of this study consisted 60 students from both the girls and boys section of a Secondary School of Karachi. Four week of training program was conducted. For the purpose of measuring the dependent variables, the researcher administered Academic Achievement Test (AAT) and Retention Test (RT). Pretest, posttest and retention test were administered as a research instruments. The results yielded from data were analyzed and reported through mean, standard deviation and t-test. It was proved through statistical analysis of the data on achievement scores of post-test that constructive teaching strategy worked better than traditional teaching strategy. The statistical analysis of collected data on retention test proved that the retention level of subject matter is higher in students who are treated with constructive teaching strategy than the students who are treated with traditional teaching strategy. Researchers recommended the constructive teaching skills program for biology teachers on the basis of findings of the research. Therefore, the text books of Biology must be prepared on the basis of constructive learning. In Teacher's Training Colleges, constructivism must be taught as a method of teaching and trainee teachers should be asked to apply this technique during teaching practices.

Affiliation

PhD Scholar, Faculty of Education and Learning Sciences, Iqra University, E-mail: shabrozsee-har@gmail.com

Current Practices in Early Education: A Case Study of Three Selected Schools

Kazim Jamani

Early Education lays the foundation and has been considered critical era during the developmental period of child. Many systems around the world have been developed to maximize children's future well-being. The purpose of this study is to understand the core objective of Early Education, what are the activities Schools have adopted for the intellectual growth of children and how the system measures the learning and development of children. This research paper is solely based on Qualitative Research Method. The data has been collected from three selected Schools based on purposive sampling. The data have been collected through interviews and the interviews were recorded in audio form. Later on, the data from audio form has been transformed in text and then it was analyzed through Thematic Analysis. The study reveals that parents have strong desire from School principals and teachers to get their children prepared for the admission in well known Schools, which intentionally or unintentionally divert all the stakeholders from the objectives of Early Education developed by the experts. The various activities in Early Education have been discussed which includes playing with different learning toys, teaching by showing pictures, using Montessori Material, using play cards and other materials. The study identified assessment process that is through observation. This paper provides the recommendation to focus on the overall personality of children which includes children Cognitive, Social, Emotion, Spiritual, Physical and Psychological development. Secondly, the children should get the opportunity to have some activities outside the classroom. The author has concluded that our Early Education System is focusing mainly on cognitive development of children and either ignoring or giving not equal importance to other areas of children's personality.

Affiliation

M.Phil Graduate, FELS, Iqra University, E-mail: kazimjamani@gmail.com

Product Aesthetics and Quality Perception

Amber Raza & Tariq Jalees

Creating product differentiation and offering appropriate value proposition has become a problem for marketers. In view of this problematic issue, the reliance on product labels as a marketing strategy has increased significantly. Despite its importance there is a dearth of literature on physical features (packaging labels) and its impact on consumer's quality perception. Thus the aim of this study is to measure consumer's perception of (1) colors (2) and different geometrical shapes of product labels and their impact on quality. Additionally, this study will also investigate why consumer prefers a particular shape or color in a particular product category. The conceptual framework of this work is grounded on the model developed by Zeithaml (1988) on extrinsic and intrinsic product attributes, perceived quality and purchase intention. Additionally, colors and shapes have also been incorporated in the framework to ascertain how they assimilate in the model in explaining the consumer's attitude towards quality perception. The scales developed by Maddend et.al (2000) have been adopted for this work. The original scales were based on a semantic differential which

have been converted to seven points Liker Scale for this study. This is an experimental research in which based on the research objectives, a package for a soap category was designed and shown to the subject. The sample size for the experimental study is 120. The experiment was conducted in a local reputable business institute. The developed model based on empirical results successfully explained that the colors and shapes on the label have an impact on consumer quality perception.

Affiliation

Senior Lecturer, Department of Marketing, IoBM, E-mail: amber.raza@iobm.edu.pk

Corporate Liquidity Management in the Fuel and Energy Sector of Pakistan

Syed Muhammad Salman & Muhammad Irfan Malik

The purpose of this study is to examine determinates of liquidity holding in the fuel and energy Sector of Pakistan. Among several determinants, circular debt is specially taken as an independent variable. We employ a multiple regression model where liquidity holding is introduced as dependable variable. Annual data of the firms was extracted from the Financial Statement Analysis of companies (Non-financial) listed in Karachi stock exchange for the years 2006-2011 published by the State Bank of Pakistan. Log of lag liquidity, net working capital, total debt, short term debt, risk, investment are found significant variables which increases the liquidity holding while size and circular Debt are the two statistically significant variables with the negative signs as size is the log of the net assets. The size captures a scale effect in liquidity management while circular debt captures the vicious circle which is created by circular debt for all the suppliers and users of fuel and energy sector. This research is the first of its kind in the country as it is studying the determinants of liquidity holding in the fuel and energy sector of Pakistan along with impact of circular debt as no studies has been done on it.

Affiliation

Research Scholar, Iqra University, E-mail: smsalman@iqra.edu.pk

Factor Leading to Vocational Preference of Young Adults in Pakistan

Umm-e-Ayman, Yamina Javed & Syeda Afifah Saud

The study is aimed at determining the factors that lead to vocational preferences of young adults in Pakistan. Factors were derived from [a] literature review, expert's[experts'] opinion and general feedback collected by the researchers; they were sorted into four major clusters: personal, familial and social factors, and work values. Following this, a customized semi quantitative questionnaire was designed and administered to explore the factors; MBTI was used to determine the personality types. Data was collected on a sample of students falling between the age ranges 13 – 18 (Matriculation and Cambridge system of education). Statistical analysis of the data revealed that peer pressure (social factors), education system, planned field of study and favorite subject (personal factors) have an association with the vocational preference. There was no association between the sub factors falling under the familial

factors and work values and the vocational preference. Certain degree of inconsistency between the literature review and statistical analysis suggests the possibility of a change in trend and impact of cultural differences. Implications for readers are discussed along with recommendation for future research.

Affiliation

Institute of Professional Psychology, Bahria University, E-mail: aymen.iqbal@gmail.com

Antecedence of Job Satisfaction in the Healthcare Sector of Karachi

Talha Zamir

The main purpose of the research is to explore the antecedence that influences an employee's job satisfaction in healthcare sectors in Pakistan. Relationships have been reported between Employee Job Satisfaction, Working Environment, Professional Opportunity and academic growth, Job Security, Job Responsibilities, Compensation and benefits and Time pressure among healthcare employees and as such; it shaping the excellence of work, affects employees' organizational commitment and the quality of healthcare services. The aim of the study was to determine the factors influencing job satisfaction among healthcare professionals in Pakistan but the study was particularly based on Karachi city. A correlational research design was used. The study was conducted among 348 participants. Self-administered questionnaires were used to collect data from the participants. Data was then analyzed using statistical software SPSS 22. The outcome of the study is that Professional Opportunity and academic growth, working conditions, compensation and benefits were significantly influencing factors for job satisfaction. Whereas time pressure and job responsibilities were found to have negative impact towards job satisfaction. The research concludes that attractive Professional Opportunity and academic growth have an elevated level influence on the job satisfaction of healthcare professionals. In accumulation, Working Environment and compensation and benefits also influence the job satisfaction in healthcare sector. Results showed that time pressure and job responsibilities negatively impact employee satisfaction whereas job insecurity also dissatisfied healthcare professionals. The management of the healthcare institutions of Pakistan needs to improve certain factors for increasing employee satisfaction. In addition, healthcare professionals must be given attractive compensation, opportunities for career development and promotions.

Affiliation

*Business Graduate, Faculty of Business Administration, Iqra University,
E-mail: talha.zamir88@gmail.com*

Brand Equity Measurement Dimensions

Muhammad Adnan Bashir

The equity that the strong brand possesses can give the company a loyal consumer franchise that could bring substantial returns to the firm. The main objective of this study was to explore the dimensions that impact on the brand equity. Some of the dimensions which were developed by Aaker are well established. However, some other researchers also tried to establish some other dimensions that have an influence on the equity of the brand e.g. country of origin, social media marketing activities, perceived sales promotion activities etc. So, we design this study to further strengthen the concept through empirical evidence. We check the effect of Social media marketing activities, perceived sales promotion intensity, brand loyalty, country of origin and uniqueness on brand equity. We also try to find the association between repurchase intention and brand equity. Different studies with these variables were explored and scale items were formed. There were total seven variables in the study and we used 29 items to measure the responses. Questionnaire was distributed in 250 randomly selected students of universities. Six hypotheses were formed. After collecting the

data, data process and analyzed through SPSS. Correlation and regression techniques were applied on the data.

Affiliation

PhD Scholar, Institute of Business Administration, E-mail: adnan.bashir@iobm.edu.pk

Developing Writing Skills in Business Students: Teacher's Perspective in an EFL Context

Syeda Sana Atique

The proficiency in writing skills is the most basic and important skill to achieve success in academics. So, not only to ace the exams but also to perform better the students need to develop and improve their writing skills, especially in an EFL environment. Here the perception of teachers regarding the writing needs of business students matter a lot as they design their course and teaching materials according to the specific writing needs of the students. Hence, to improve the writing skills of students, it is imperative to determine their writing needs and then employ various strategies, which cater to their specific writing needs. This study aims to explore the writing needs of business students from the perspective of English teachers along with the writing strategies practiced for improvement of writing skills. For this reason, in-depth interviews of three English language teachers of a private business school were conducted. The finding that emerges from this study is that business students face major problems in grammar, Subject-Verb agreement, vocabulary, sentence structure and organization of ideas. Moreover, it was concluded that the awareness of genre and context and use of different registers in writing is essential. Additionally, it was also seen that strategies for writing skills could enhance the skills and abilities of students enormously, especially by incorporating some reading strategies. Implications are drawn for the cooperation between business and English language faculty and more emphasis on the genre based, combination of product process approach of teaching and incorporation of reading tasks.

Affiliation

Lecturer, Faculty of Education and Learning Sciences, Iqra University,

E-mail: sana.atique@iuk.edu.pk

Significance of Character Building in Islam

Muhammad Nawaz Bhatti

This research paper is to help human being in general and firm believers of Islam in particular to understand significance of character building in their life. Character building is one of an excellent quality of a male and female Muslim. This paper will highlights its vital importance so that every firm believer both men and women to realize its responsibilities and to fulfill its practical demand in an appropriate manner. Now a day's majority of men and women are not able to prove themselves as an excellent character builder. This paper will help them to adopt this best quality and fulfill its requirements. This paper contains a brief research on character building, its significance value and the prophet Muhammad (PBUH) as a role model and an

excellent man of character. What are the major sources of character building and after adopting these sources we can make our character better. Character building is like a white sheet, and a black spot is seen on it clearly so every believer men and women should be very careful regarding character building and put their best efforts to become a man of character.

Affiliation

Faculty of Education and Learning Sciences, Iqra University, E-mail: drnawaz353@gmail.com

Psychological, Social and Swallowing Issues Linked to Persons with Disabilities

Humaira Bano & Munawar Ahmed Malik

The present study has been conducted to explore the underlying basis of the emotional trauma in students with cleft palate. To explore the problems a survey was designed to collect the data on the perceptions of the victims of this physical deformity. The target population was the persons with cleft palate. By collecting data from this group of respondents, the investigators explored several issues leading to emotional trauma among students with cleft palate comprising on their negative self feelings, attitudes of general community, communication and swallowing issues concerned with their handicap.

Affiliation

*Incharge Chairperson, Department of Special Education, University of Punjab,
E-mail: humairadse@yahoo.com*

Quality Assurance Mechanism in Higher Education Institution: Thematic Analysis of Experts Perspectives

Huma Rehman & Zaira Wahab

In this paper we present the finding of thematic analysis on how quality Assurance mechanism effect in public and private sector universities in Karachi. The objective of this study is to articulate quality Assurance program of Higher Education Commission in administrative bodies, appropriate academic and professional communities in tertiary education institutions. In this large scale study, we interviewed a diverse range of experts (n=30), which was purposefully sampling from different public and private sector universities. By listening and documenting the views of experts including faculty members and administrative members of different private and public sector universities. We identify twelve themes emerged from the collected data. These themes included: the concept of quality, quality assurance mechanism in institutions of higher education, ranking lacking face value, inadequate funding, inappropriate infrastructure, the impact of globalization on higher education, lack of quality student intake, and inadequate research facilities. This paper concludes with a brief discussion on the impact of quality Assurance mechanism in the higher education institutions in Karachi.

Affiliation

Associate Professor, Gulshan Degree College, E-mail: huma.hshahid@yahoo.com

Improving Academic Writing Skills with Writing Center

Nadia Rahim

Writing centers have long been identified as a supplementary component in process based writing skill development. While writing centers are a common constituent at higher education institutes in the developed world these facilities are rarely available within the developing academic contexts. This paper revolves around introduction of writing center facilities at a graduate business school in Pakistan. It begins with presenting a rationale for the need of such service before leading into an examination of its effectiveness for overall student outcome and experiences. The study is framed as an action research with phases of implementation followed by a feedback mechanism leading to the next phase. Feedback was collected with the help of observation and semi structured interviews conducted with instructors, tutors, as well as writing center participants. Feedback from the first two cycles of implementation indicate an improvement in terms of the student writing outcomes as well as their overall understanding of the writing process. The feedback also indicated the need for an improved structure and organization of the center, further training for the peer-tutors as well as the need for tutor-teacher collaboration. An important insight was the emotional aspect of writing for second language users of English and how it may translate in terms of the role the center and its tutor may play for the students.

Affiliation

Lecturer, Faculty of Business Administration, Iqra University, E-mail: nadia.r@iuk.edu.pk

Analysis of the Effects of Disney Movies and Barbie Dolls on Children

Sana Tariq

We live in a world of convenience. A world where time is of the essence and technology and media, often entwined, come to our aid much more frequently than we would like to admit. While it is true life is much easier today than it was perhaps a century ago, it is not without its consequences. Media being one of the strongest conglomerates of the 21st century is an entity powerful enough to create long lasting impacts on human minds, which can dictate not only ideologies but also behavior and way of life. Catering to a huge audience around the globe, media knows no geographical or demographical boundary. Since socialization starts from an early age and is conducive in forming a child's personality, it is imperative that the content our children are exposed to almost on a daily basis, be analyzed and monitored. Seemingly innocent movies and toys, that not only the current generation of children are growing up with, but also those before them, often have more ominous underlying implications which influence their cognitive processes. The aim of this paper is to highlight and bring attention to some of these movies which promote certain stereotypes and prejudices amongst children. Alongside this, the effect of Barbie dolls on young girls will also be focused on, as influencing how girls think of themselves and what they want to be when they grow up.

Affiliation

Department of International Relations, SZABIST, E-mail: sanatqsyed@live.com

Determinants of Pedagogical Roles and Practices of Teacher Educators

Irshad Hussain

The quality of education is directly linked with quality of teacher education and training. Similarly, quality of teacher education depends upon instructional roles and pedagogical practices of teacher educators. Teacher educator plays a nucleus role in preparing prospective teachers to assume the responsibility of transforming novice minds into intellectuals. However, different factors are associated with classroom instruction and specify the roles and practices of teacher educators. The present study focused on identifying the factors which influence to shape instructional roles and pedagogical practices of teacher educators. The study adopted descriptive approach for data collection. The study elicited the voices of teachers educators (n=50) and views of prospective teachers (n=300). The data was collected by administering piloted questionnaires on respective respondents. The data collected through questionnaires were analyzed quantitatively by using percentage and mean scores for arriving at conclusions. The study revealed that different factors influence to shape instructional roles and pedagogical practices of teacher educators. Motivation and commitment with profession, incentives, workload, working environment of the department and/ or institute and personal commitments appeared to be the significant factors influencing pedagogical practices of teacher educators. Besides, cooperation of chairperson/ head of the department, administration and colleagues, and participation in professional development events were also affirmed as important factors in specifying instructional roles of teacher educators.

Affiliation

Chairman, Department of Educational Training, The Islamia University Bahawalpur

E-mail: irshad.hussain@iub.edu.pk

Socio-Economic Status and Achievement: A Survey Study of Students at Secondary Level

Faiza Shaheen

This study was aimed to determine the effect of gender and socioeconomic status (SES) on the achievement of the students at secondary level. Multi stage sampling technique was used to draw the sample of 200 SSC students (101 males and 99 females) from randomly selected four government schools of Lahore. SES scale and score of previous class of students were used to conduct this study. A self- developed socioeconomic status measuring questionnaire was used as instrument of the study. It was comprised of ten factors of socio-economic status. The factors included parental education, monthly income, parents' occupation, residence, facilities, transportation and property. Data were analysed through t-test and ANOVA. The differences among achievement scores on the basis of SES were analysed by applying ANOVA, while t-test was used to calculate the difference between achievement scores of male and female students. Findings showed that there was significant difference in achievement scores of students on the basis of SES, and no difference was identified in achievement scores on the basis of gender. It is recommended that by improving the school environment, the poor masses (including male and female students) be given scholarships and bias free education.

Affiliation

University of Education, Lahore, E-mail: fizjanjua@gmail.com

Management Styles in Context of Academic Achievements

Imran Hameed

The study aims to see the management styles in the context of academic achievements of Fazaia and Fazaia F.G schools and colleges in Rawalpindi & Islamabad. In an educational institute, management is required to direct the activities towards a goal and to provide people to accomplish the tasks given by the policy makers. The objectives the study were: (1) To identify the Management styles adopted by the heads of Fazaia and Fazaia F.G schools and colleges (2) To compare the management styles of Fazaia and Fazaia F.G schools and colleges (3) To compare academic achievements in Fazaia and Fazaia F.G schools and colleges. The study was descriptive in nature and survey method was used. Total 445 teachers and 6 principals were the population. 75 teachers out of 303 (25 %) of Fazaia schools and 35 teachers out of 142 (25%) of Fazaia F.G schools and colleges and all the 6 principals were taken randomly as sample. Interviews and questionnaire were the research tools. The questionnaire was developed on five point Likert scale. Through Cronbach Alpha, reliability of the questionnaire was checked and score was .728. For statistical treatment Chi-square was applied at significance level of 0.05. It was concluded from the results that principals of Fazaia schools and colleges not only plan for short-range objectives but also plan to meet long range objectives. Principals also plan advance to organize the work efficiently and take decisions timely and consistent with plans, programme and policies. It was also found that principals of Fazaia F.G schools and colleges have no clear set of priorities. Meaningful management has significant role for the performance of an educational institute.

Affiliation

PhD Scholar, Department of Education, Preston University, E-mail: hameedimran02@gmail.com

Impact of Job Demand-Resource Model on Burnout and Employee Health Problems: A Multi-Level Study of the Pharmaceutical Companies of Karachi

Myra Baig

The aim of this research study is to investigate the impact of Job Demand-Resource Model on burnout and employees health problems in Pharmaceutical companies of Pakistan. Research explored the factors of job demand-resource that significantly contributing towards the development of burnout and affecting the health of pharmaceutical professionals. In this study primary data was used which was gathered from the employees of Pharmaceutical companies in Karachi. Employee Health Problems were used as an outcome variable (dependent variable) whereas workload, time pressure, autonomy, feedback and work-life imbalance was used as predictors while burnout mediate the relationship between the job demand-resource and health problems. The sample size of this research was 352 responses. Exploratory factor analysis

was carried out KMO and Bartlett's test results showed the fitness of data for dimension reduction and explored seven components and statistically analyze the reliability of loaded factors using SPSS; results indicated the internal consistency of the data. After that data was subjected to confirmatory factor analysis and sequential structural modeling using AMOS. Statistical analysis revealed that time pressure and work-life imbalance have significant positive correlation with the burnout; autonomy has significant negative correlation with burnout whereas, burnout has significant positive impact on employee's health. Thus this research study helps managers to identify and understand the factors that are affecting the employees' health in pharmaceutical companies so that managers can better help their employees in managing and reducing the impact of identified factors and aid in improving their health.

Affiliation

*Business Graduate, Faculty of Business Administration, Iqra University,
E-mail: mayrabaig@gmail.com*

Effects of Visual Motor Integration on Handwriting

Tanzila Nabeel, Hafiz Tahir Jameel & Muhammad Yaseen

Handwriting is an important skill for a student. Good handwriting influences the self-image, behavior, attitude and academic achievements of the children positively in the school life. Failure in the production of impressive handwriting leads to low self-esteem and efficacy among the students. Certain measures may become beneficial for the children to improve their handwriting capabilities. Visual Motor Integration is important in letter formation and copying task. It was assumed for this study that typically developing children might go through delayed vital functions of developmental skills which impact the developmental milestones in such a manner that may not be obvious in any typical form but implicate the vital signs. This study was performed on the typically developing children where Visual Motor Integration was the focus of interest for their effects on the handwriting capacities of the students. Identification of the components of handwriting, influenced by Visual Motor Integration capabilities of children studying at Primary level was the first objective of the study. To highlight the effects of training for Visual Motor Integration on handwriting of the students studying at Primary level will be the second objective in this experimental study. Pre-test post-test design was used in this experimental study with one control and one experimental group. Well recognized sources and materials were used for the selection of the exercises/ activities for the improvement of Visual Motor integration. Descriptive statistics, t-test, Chi-square, multivariate analysis, factor analysis were applied for this study to get the results. It was seen that handwriting was strongly influenced with the training given to the student. There was an overall effect of training on the legibility at $p < 0.01$.

Affiliation

Email: hafiztj@gmail.com

Role and Importance of Emotional Intelligence on Effective Work Performance in Education Sector of Pakistan

Hina Amin, Mohammad Mazhar Manzoor & Shariq Ahmad

Pakistan is a developing country, and human resource is the strength for the growth and development of any country. EI is one of the key skills for a successful HR. This paper is a qualitative research paper aiming to examine the awareness level of emotional intelligence in the education sector, its importance and its role in the life of professionals. Basically emotional intelligence became an important area of various disciplines, which now a days is demanding in all organizations and sectors. In the past, a few authors suggested that EI is just consists intrapersonal skills whereas some suggested that it combines both intrapersonal & interpersonal skills. This study aims to identify how lecturers who are doing or have done studies besides their jobs manage all these simultaneously and how EI plays a significant role in effective work performance. The collection tool of this research was semi structured interview, where the entire interview session was full of knowledge and insights. Our respondents shared what they experienced in their practical life. Five respondents were selected from the education sector and they elaborated on their understanding and knowledge about the EI concept. Typology and logical linkage techniques have been applied for thorough analysis. The finding reveals that EI has a positive influence on work performances. In addition EI comprises of many different skills like stress management, understanding self-esteem, leadership and etc. It also states that EI significantly increases work efficiency level.

Affiliation

SZABIST, Email: hina.amin@live.com

The Authentic Representation of Intended Learning Outcomes in Assessment Tasks of Teacher Education Programs

Nishat Zafar

The purpose of the study is to assess the authentic representation of intended learning outcomes in assessment tasks of teacher education programs. The objectives of the study are to i) determine relevancy between intended learning outcomes and tests conducted in teacher education programs; ii) assess content coverage by tests conducted in teacher education programs; iii) find out cognitive levels addressed in tests of different courses in teacher education programs; iv) determine scoring weight given to each learning outcome in test items of teacher education programs. Nine research questions are being addressed in the study.

The population of the study is the assessment tasks conducted in teacher education programs of public sector Universities of Punjab. The courses of B.Ed. (Hons.) programs of teacher education are being sampled for collection of data. The researcher selected three courses of the given program from six public sector universities, where teacher education programs are being conducted. The reason for the selection of these three courses from each six sampled universities is that they implement the curriculum given by The Higher Education Commission.

The data is collected with the help of “frame work for analysis of assessment tasks (FAAT)” developed by the researcher herself through consultation with the experts.

The data is being collected in four steps; i) Researcher collected midterm and end term tests from teacher educators ii) and were put into the FAAT accordingly iii) The teachers responses in the form of filled FAAT having established alignment between intended learning outcomes were further handed over to five assessment experts for their judgments on each aligned test item.

For analyzing the collected data both from the teachers and experts, percentage of agreement is calculated for assessing the authenticity of the assessment tasks in terms of the relevancy to the intended learning outcomes of the course. The findings of the study are going to be helpful in determining the extent of validity of teacher education assessment.

Affiliation

M.Phil Scholar, Department of Education, University of Gujrat, E-mail: nishatzeb786@yahoo.com

Learning Organization Orientation in Gender-Based Categories of Schools

Martin Thomas

Organizational learning researchers believe that all organizations learn, but that they do not all learn the same. Schools as learning organization strive to provide a suitable workplace, facilities and school culture in which they are encouraged to demonstrate best practices in teaching and helping students increase their achievement levels. A research study by Akram, Watkins, and Sajid (2013), found that statistically significant differences exist between high and low performing schools on some of the dimensions of a learning organization. The research further showed that statistically significant difference exists between boys' and girls' schools on most of the dimensions of a learning organization. The current study is an extension of the previous research as it explored whether or not statistically significant differences exist among boys', girls' and co-education schools on the dimensions of a learning organization. Using the Dimensions of Learning Organization Questionnaire (DLOQ), by Watkins and Marsick (1997), 100 sample cases were gathered by using the survey method, from a girls', a boys' and a co-education school of Karachi, Pakistan. The analysis of data revealed that statistically significant difference exists among the three gender-based categories of schools with the girls' school ranking first and the boys' school last in terms of the organizational learning orientation prevailing within the selected schools.

Affiliation

Principal, Notre Dam Institute of Education, Karachi, E-mail: martin.thomas@ndie.edu.pk

A Study of Quality Improvement Strategies in Teachers' Training Program Through Associate Degree

Saima Fazal

Teacher education plays a tremendous role in any education system. Pakistan requires reforms in teacher education according to global perception. ADE program has been started as a replacement of PTC/CT program in teacher education. The foremost objectives of the research were to find out:

- 1- Reforms in teacher education.

2- Quality of ADE teacher education.

The population of the study was faculty members of GECs in Karachi. After going through the relevant literature, a questionnaire was made in the light of National Professional Standards for Teachers in Pakistan (NPSTP). Ministry of Education (MoE) has developed “Professional Standards for Teachers” in consultation with stakeholders in all areas Under STEP program of USAID. The questionnaire consisted of two sections; first section form was set for quantitative data collection and second section for interview purposes. The researcher collected the data individually, which includes interviews. Data was tabulated and analyzed using the one sample t-test by SPSS version 18. Study concluded that ADE program is essential with some major modification in the current setting to improve system and policies whereas this program requires improvement of facilities and more funding for Government colleges to encourage ADE trainees and trainers. ADE program requires changes in whole education system; which is also a gigantic requirement of our country. Quality assurance can be perceived through ADE program when it will be implemented with focus on realities of system and requirements of students and society. Government should [keep on with] be continuing the funding and administrative support for the improvement of system to achieve the goals which are associated with ADE program. This research study will benefit the policy makers, ADE program administrators/college principals, ADE trainers and students. The principals/administrator/policy makers may use the outcomes of the study to build a conducive learning environment.

Affiliation

*PhD Scholar, Faculty of Education and Learning Sciences, Iqra University,
E-mail: saimafazal47@yahoo.com*

The Role of Educational Managers in Promoting Community Participation in Public Sector Schools of Khyber Pakhtunkhwa

Muhammad Nasir

Community participation in educational institutions is an important democratic breakthrough in the field of education. A number of countries improved their educational institutions by involving communities in their educational institutions. Government of Pakistan is also following the concept of community participation in education. This study aims to judge the role of Educational Managers of Elementary & Secondary Education Department of Khyber Pakhtunkhwa in involvement of community in educational institutes. The study is focused on the point that, to what extent are the Educational Managers are trying the involvement of communities. Each district has three Educational Managers. Information regarding their role in this regard was collected through a questionnaire. The data were collected, tabulated and then analyzed by using Chi-Square technique. In some of the cases the efforts made by Educational Managers to involve communities in public sector schools were ineffective, while in other cases their efforts were effective. It was recommended that proper planning at district level and supporting it through media campaigns in favor of community involvement are necessary for its success.

Affiliation

Assistant Professor, Northern University, Nowshera, E-mail: worldeducators@gmail.com

The Impact of Cultural Drivers on Trust: Mediating Unethical Marketing Behavior, Idealism and Self- Importance

Atya Mehreen

The purpose of this study to find out the impact of cultural drivers on trust: mediating unethical marketing behavior, idealism and self- importance. It precisely explores the role of cultural drivers in developing ethical ideology and the association between the consumer's ethical ideology and his or her perception concerning the unethical marketing behavior of firms. This study is based on quantitative approach and the survey is conducted on 350 consumers aged 18 and above with convenience sampling method. The items were derived from two sources and are measured on five point likert scale. Data were collected randomly from general population of Karachi. The structural modeling equation is used to test the hypothesized relationship among the variables of the model. The study establishes that individualism is essential in developing confident attitude as well as power distance is important for leading one to idealistic attitude. Self-importance is detected to have positive relationship with the unethical marketing behavior and idealism was found to have negative relationship with the unethical marketing behavior. The element of unethical marketing behavior is price and promotion has positive relationship with trust.

Affiliation

Business Graduate, Faculty of Business Administration, Iqra University,

E-mail: atyamehreen@hotmail.com

Global Citizenship through ICT: A Case Study of Undergrads

Shagufta Bibi

The most conspicuous development in the globalization context has been the Information and Communication Technology (ICT) influx. It seems to have turned the world into a global village. Global Citizenship is a framing paradigm which encapsulates how Information Communication Technology can develop the knowledge, skills, values and attitudes in students need for securing world which is more just, peaceful, tolerant, inclusive, secure and sustainable. This paper attempts to highlight the significance of ICT for fostering global citizenship among undergrads students of public and private sector universities of Karachi. The paper also examines the impact of ICT efforts on the students regarding globalization. The Global Citizenship Survey questionnaire was used for qualitative data and qualitative data gathered through interview. A total of 400 students from private and public sector universities participated in this study. The study revealed that a vast majority of students were well versed to the modern technology and they have access to the computer and internet at their universities. Regression analysis has been used to investigate the possible association between globalization and ICT. The test explored the positive relationship between globalization and information communication technology (ICT) among undergrads students of private and public sector universities in Karachi. Independent t-test was applied in order to compare the difference in the responses among private and public and male and female undergrads students. The result shows statistically significant difference regarding gender and public and private sector universities. ANOVA on age group was applied to analyze the computer proficiency skills and the factors that

foster globalization at different age groups of students from public and private sector universities.

Affiliation

PhD Scholar, Faculty of Business Administration, Iqra University, E-mail: shaguftawalimuhammad@gmail.com

Measuring Economic Cost of Electricity Shortage in Pakistan

Muhammad Shahbaz

This study visits the impact of electricity shortage on sectoral GDP in case of Pakistan for the period of 1991-2013. The Ordinary Least Square (OLS) approach is applied for empirical analysis. Our estimates show that electricity shortage is inversely linked with agriculture sector output, industrial sector output and services sector output. The present study discusses current as well as future economic loss will be caused by electricity shortage. This study provides new insights for policy designing authorities to devise a wide-ranging energy policy for sustainable agriculture sector growth, industrial sector growth and services sector growth. This not only enhances domestic output but will also speed up economic growth for better living standard for people of Pakistan.

Affiliation

Center for Energy Research, COMSATS Institute of Information Technology, Lahore, Pakistan, E-mail: shahbazmohd@live.com

Linear System of Simultaneous Equations with Random Effects

Muhammad Yaseen

Many causal modeling problems require the ability to not only model the causal structure among the traits but also the random structure for factors (e.g. causal modeling of designed experiments). Many plant traits are influenced by intermediate traits and/or related to other traits (Dofing and Knight, 1992). These intermediate traits cause changes in the end product traits and develop causality among the traits. Modeling both causal structure and random structure is difficult and either totally ignored or estimated via Bayesian methods (Gianola and Sorensen, 2004; Varona et al., 2007; Wu et al., 2007). Use of classical mixed model framework has been avoided since causal modeling is often considered too complex. We propose a simple modification to the classical causal model that allows using residual maximum likelihood (REML) to model both the causal and random structures and has good statistical properties. The proposed Linear System with Random Effects (LSRE) model is a special form of the multivariate linear mixed model that can be fitted with methods for multivariate linear mixed models using the modified Cholesky decomposition. The proposed model can account for complex covariance structures due to random effects and/or the experimental design and can fit recursive causal structures among the traits simultaneously. This model can be used to produce BLUPs that when used with other methods give increased explanatory power compared to traditional fixed effects methods. BLUPs shrink towards their means and, therefore, the predictors are smoother than means

obtained using fixed effects approaches and has additional advantage over the means approaches when data are unbalanced or missing. The LSRE model was implemented on simulated data and a real wheat genetics data set. The analysis on simulated data gave results very close to the true parameters. The results obtained from real data set made biological sense and provided a clearer understanding than traditional methods for the analysis of genotype-by-environment interaction in wheat.

Affiliation

*Department of Math & Stat, University of Agriculture, Faisalabad-38040, Pakistan,
E-mail: myaseen208@gmail.com*

**Assessment of Commercial Banks: Islamic and Conventional Evidence
from an Emerging Market**

Ameenullah Shaikh, Saqib Sharif & Imtiaz Arif

Islamic banking has gained remarkable recognition and acceptance mainly in Muslim populated countries throughout the world. Consequently, the competition between Islamic and Conventional banking systems has also become intensified largely because of the introduction of Islamic operations from conventional banks. It has become a matter of challenge for big investors and customers to choose the best option from two banking systems, Islamic or Conventional, and find which one superiorly satisfies their interests. This paper intends to estimate and compare the performance of Islamic banks with their Conventional counterparts operating in Pakistan in the areas of Bank's orientation, Cost efficiency, Asset quality, Bank's stability and Market efficiency. We find Islamic banks with inferior business model less cost efficient than conventional banks. However, the quality of assets and stability position of Islamic banks is better than Conventional banks. We also find that Islamic bank stocks are less volatile as compared to Conventional banks after controlling for factors that influence price volatility measure. There is also a mixed evidence on liquidity measures for the two types of banks.

Affiliation

Lecturer, Faculty of Business Administration, Iqra University, E-mail: ameenullahshaikh@iuk.edu.pk

International Oil Price and Inflation in Pakistan

Syed Tehseen Jawaid

Being one of the major energy sources, oil plays a vital role in the economic, political, and social aspects of a nation. This contribution looks into the impact of oil price changes on growth and inflation. Oil price shocks affect the economy through the supply side (higher production costs, reallocation of resources), the demand side (income effects). This study empirically examines the relationship international oil price and inflation in Pakistan by employing annual time series data for the period of 1981 to 2011. Cointegration results confirm the existence of a positive long run relationship among the variables. The error correction model reveals that no immediate or short

run relation exists among considered variables. To check the linearity between considered variables, positive and negative shocks have been considered. Results show that inflation occurs when oil price increase but this is not true when oil price decrease. This means that there is asymmetric relationship between international oil price and inflation in Pakistan. At this stage, direction for future research can be set that disaggregate inflation will give us clearer picture of relationship among international oil price and inflation in Pakistan.

Affiliation

Deputy Director Academics & Research, Faculty of Business Administration, Iqra University, E-mail: jawaid.t@iuk.edu.pk

Education, Dialogue and Dterrence: Tools for Counter Terrorism

Major Faheem Akhtar

Terrorists have only one narrative, to spread chaos and destruction among the innocent and ignorant Pakistanis, defame Islam and Pakistan and ultimately divide the nation and state. If they are not dealt hard they will keep on polluting the minds and society. Education comes from books, schools and life experience. Nations grow on solid foundations of education system having futuristic long term goal. Having wide ranging scope and curriculum of schooling systems in Pakistan, society have drifted away from national and social values. Pakistani nation lack effective education which can get them focused on one single goal and which can unite them as a single nation. They are divided into sects, languages, cultural values, political ideology etc. In recent few years terrorism has damaged national security and coherence. It has added new dimension to attain political, cultural and military goals. This study is an endeavour to find out the solution of the menace of terrorism through edification, dialogue and creating terror in the hearts of the terrorists and those who has soft corner for the terrorists. The Study is carried out in sequence; at initial level it discusses the common understanding and importance of education, followed by the need of dialogue that make the minds of common people clear regarding the destructions caused by the terrorism; and then the impact of deterrence to curb the terrorist's acts.

Affiliation

Department of Public Administration, University of Karachi. E-mail: faheem8687@yahoo.com

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Javed Qamar

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Affiliation

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The Co-existence of Conventional and Islamic Banks: Do These Banks Differ in Business Structure and Efficiency

Sajjad Zaheer & Moazzam Farooq

We investigate how Islamic banking institutions are different from conventional banking institutions in terms of business structure and cost efficiency. The results suggest that, once we control for bank level characteristics, there is significant difference in business model of Islamic and conventional banks. The coefficients show that small Islamic banks depend less on non-interest/markup income and non-deposit funding and have lower gross loans to total assets ratio in comparison to the CBIs. Moreover, they are less efficient than CBIs. However, as the size of IBIs increases they become more efficient and the difference in between IBIs and CBIs in efficiency measures starts decreasing. Similarly, as the size of increases, the differences between IBIs and CBIs also decrease in terms of non-deposit funding and loans to assets ratio. Further analysis of the data suggest that in comparison to CBIs, small IBs depend less on non-deposit funding, have lower loan to asset ratio and are less efficient. With increase in size, however, IBs and IBBs become more efficient. Also, due to increase in the size differences between Islamic and their conventional counterparts decreases. Thus business model of banking system represented by income, funding and financing structure, converges.

Affiliation

State Bank of Pakistan, E-mail: Sajjad.Zaheer@sbp.org.pk

Islamic Perspectives of Human Resource Development and Management

Altaf Hussain Langrial

Human resource development and human resource management (HRD & HRM) is subject of the day and have very important role in the modern managerial and business sciences. Islam is the complete and final code of humanity and have fundamental, modern, comprehensive and progressive approaches towards every field of life. When we consult the Supreme and last divine Al Quran and its practical model, Sunnah of Holy Prophet (PBUH), we find that almost all the fundamentals of modern HRD and HRM are adopted from it. Although it is a long experimental outcome of the humanity but it proves that reality lays with Islam and if the humanity wants complete success, it should adopt all the teachings of Islam regarding HRM and HRD rather whole the social life.

Initially in this article Introduction to Islamic view point regarding Human Resources has been discussed. Then its importance in Quran and Sunnah has been presented and examples and quotations from both the sources has been argued and discussed how the excellent articulation to manage the human resources is available in Islam. Importance of science of management has been discussed in next part and many examples has been quoted to manage the HR according to the given situation. Islam and Business Management Ethics has been also discussed in this article and a comparative review of modern HRD & HRM with Islamic Injunction has been presented.

Affiliation

*Director Bahawalnagar Sub-Campus, The Islamia University of Bahawalpur, Pakistan,
Email: altaf.hussain@iub.edu.pk*

Research Environment of Universities and Commercializing University Research

Rehan Butt

Universities and educational institutes seem to concentrate on theoretical teaching and conceptual research work, with end target to publish research. The need of the day is to realize this need to bridge this gap between industry and academia. The requirement to identify variables supportive to the researcher in local environment is the scope of the study improvement in institutional technology transfer success. Why are some institutions are more successful in technology transfer than others?, this research attempts to answer this question through conceptualizing, Dimmock and Walker's (2002) "seven dimensions of societal culture" which addresses issue of power, self-orientation, innovation, relationships, aggression, activism and gender dominance, keeping an open eye for new themes/ findings/ clusters/ dimensions, which may evolve through grinding and analysis of data. A multiple case study design (Stake, 1995; Yin, 2009) with cross case analysis was chosen because the attributes of culture and impact of institutional rules. Notations were made to triangulate developing multi-case themes and findings. Data within the mini cases to confirm data interpretation. Open-ended answers. Findings analyzed from observations, document findings analyzed from observations, document reviews and in-depth interviews conducted at two different institutions i.e. one government and one private sector medical University. Although most of the dimensions conform to previous researches in the dimensions of culture and effects on commercializing of research. Some unexpected results were also exposed. Aggression and power concentration were found to have positive impact on commercialization, instead of what previous literature, for the institutions studied. Further research is recommended as to the causes of these findings. As with most qualitative researches, generalization of results would need to be limited to the unique cultural environment of the organization on which the research may be replicated in future.

Affiliation

Phd Scholar, Institute of Business Administration, E-mail: transmedical@gmail.com

Banking System Innovations and Monetary Policy: An Empirical Study of Pakistan

Rabia Shakir & Syed Muzammil Hussain

Monetary policy has long been used as a tool to barricade rising inflation in an economy and to attain growth oriented objectives. The real GDP growth rates are established by the Government and emerging economies like Pakistan has been using conventional tools under the umbrella of Monetary Policy to pull off growth rate targets. This paper investigates the recent developments in retail banking system and widening horizons of financial markets; and the magnitude of the impact of tools of monetary policy on the economic growth in Pakistan. Further this research provides general perception about the need of amendments in monetary policy objectives to bring out high growth rates as a result of modification in banking system. Theoretical framework has been developed by considering money supply, real lending rates and inflation rate as independent variables, while real GDP growth rate is used as dependant

variable. The model is applied to the past thirty four years data of Pakistan i.e. from 1980 till 2014, and by employing techniques of cointegration and granger's causality, the direction and strength of relationship between dependent and independent variables are determined. The causality is found to be unidirectional and there exists a long run unique relationship between instruments of monetary policy and economic growth in Pakistan.

Affiliation

Lecturer, Department of Economics, University of Karachi email rshakir@uok.edu.pk

Relationship between Financial Stress, Well Being, Motivation and Performance of Employees Working for Private and Government Organizations

Afshan Iftikhar

This study was aimed to see the effects of financial stress on individuals working in public or private sectors. The article was based on the content being collected and the observations made from different articles that shed light upon the financial stress, causes and factors of financial stress, problems faced by individuals who come across this challenge and the strategies to overcome this dilemma is the theme of this study. It was being observed that individuals who face financial challenges will have a negative effect on their work performance, shows a decline in well-being giving rise to different health problems and will show low level of motivation towards their professional life which results in losing of job or increased ratio of absenteeism. All these consequences will disturb the work life balance of an individual and also their families leading to a stressful and complex pattern of life. Result analysis revealed the fact that financial stress poorly affects the health, well being, motivation and performance of individuals.

Affiliation

Department of Psychology, University of Karachi, E-mail: iftikhar_afshan88@hotmail.com

Emotional Intelligence: A key Factor for Self Esteem and Neurotic Behavior among Adolescence

Ziasma

Adolescence period is normally reported to be a demanding, transitional and in some cases turmoil phase in one's life. Therefore the knowledge of one's own feelings and understanding other's feelings which is referred to as Emotional Intelligence, plays a vital role for meeting the demands of this life stage. After detailed literature review following hypotheses was formulated,

- (1) Emotional intelligence is positively correlated with self-esteem
- (2) Neuroticism is negatively correlated with emotional intelligence & self- esteem.

The sample comprised of 116 students of ages 10 to 16 year old from a private school in Karachi, Pakistan. Participants completed the Trait Emotional Intelligence Questionnaire – Adolescent short form (TEIQue-ASF), Scale of Emotional Arousalability (SEA) and State self Esteem Scale (SSES). In order to interpret the results in statistical terminology Pearson Moment Correlation was computed between the variables.

The results were consisted with the formulated hypotheses as EI was significantly correlated with State self Esteem ($r=.515p<001$). Neuroticism was found to have significant inverse relationship with Emotional Intelligence($r= -.073 ;p<0.01$) and State self Esteem($r= -.241 ;p<0.01$) respectively .The research findings offer evidence that emotional Intelligence is positively associated with self-esteem and inversely associated with neuroticism. The implications of the study are further discussed.

Affiliation

Assistant Professor, Department of Psychology, University of Karachi, E-mail: ziasmak@uok.edu.pk

Physical and Psychological Barriers in Effective Communication

Sara Pervez & Syed Shahzad Ali

When we communicate we share our ideas, thoughts & feelings through words, actions or- sometimes both. The main focus of this research revolves around interpersonal communication. Whenever two or more people interact, certain factors intervene that affect the communication process. These factors are called barriers that stop one from moving on and as a result interpersonal communication may fail. There are many reasons why interpersonal communications may fail. In many communications, the message may not be received exactly the way the sender intended; and hence it is important that the communicator sought feedback to check that their message is clearly understood. The barriers that have been focused upon in this research are Psychological and Physical. The paper aims at defining both the barriers along with suggestions to remove them. Three hypotheses have been developed that describe whether the physical barriers affect our interpersonal communication the most or the psychological ones or both. Thus the study aims to investigate the communication barriers that should be removed for effective communication in an organization. A structured questionnaire survey based on 5-point Likert-scale and focused group and in-depth interviews have been conducted on approximately 150 respondents. The sample includes people that work in different organizations such as banks, universities, hospitals, MNC's etc. The prospective analysis of the research is both qualitative and quantitative. At the end, one of the three hypotheses is made confirmed and the other two have been considered to remain a possibility.

Affiliation

Department of Public Administration, University of Karachi, E-mail: sara_pz@outlook.com

Impact of Metacognitive Strategies on Cumulative Grade Point Average of Selected Management Sciences Students

Imran Khan & Muhammad Shahnawaz Adil

This paper investigates Pakistani undergraduate and graduate management sciences students' metacognitive reading strategies in accordance with their Cumulative Grade Point Average (henceforth, CGPA). In this study a standardized instrument was adapted from Mokhtari and Reichard (2002) to explore the strength and direction of the relationship of three continuous variables of Metacognitive Awareness of Reading Strategies Inventory (MARSİ) i.e. global-reading, problem-solving, and support-reading strategies. After assessing face and content validity of the research instrument

in the context of Pakistan from three relevant and independent academic experts, a sample of 394 responses was drawn from undergraduate and graduate level students from a top-ranked privately-owned business school in Pakistan. The study used a principal component type of factoring and the value of Kaiser-Meyer-Olkin measure was found significant i.e. (0.82). Besides, Pearson correlation was also computed which revealed that the correlational coefficient between 'support-reading strategies' and 'global-reading strategies' shows a moderate level of positive correlation ($r = .342$, $p < .01$). However, the correlational coefficient between 'support-reading strategies' and 'problem-solving strategies' denotes a small level of positive correlation ($r = .277$, $p < .01$). Furthermore, to get an idea how much variance the three constructs of MARS scales share with each other, coefficient of determination is also estimated. It was found that, 'problem-solving strategies' help to explain 17 percent ($.413 \times .413 \times 100$) of the variance in respondent's scores on the 'global-reading strategies' scale. Similarly, nearly 12 percent of variance is shared between 'support-reading strategies' and 'global-reading strategies' scales. Nevertheless, there is not much overlap between 'support-reading strategies' and 'problem-solving strategies' scales i.e. nearly 8 percent.

Affiliation

*Assistant Professor, Faculty of Education and Learning Sciences, Iqra University,
E-mail: khan.i@iuk.edu.pk*

Effects of Locus of Control on Academic Achievement

Amna Saleem Khan & Nasit Iqbal

The study was intended to determine the effects of locus of control on academic achievement of secondary science students of Wah Cantt. Locus of control means expectancy whether perceived reinforcement is under internal or external control. 270 students were selected from the Federal Government High Schools for Girls and Boys Wah Cantt. and Private Secondary Schools Wah Cantt. A questionnaire was administered on sample students. The difference between the mean achievement scores was tested at .05 level of significance by applying t-test and Product-Moment Correlation Coefficient. It was concluded that the students have belief that sometimes they can control events themselves and sometimes they feel hurdles or even cannot control events that affect their academic achievement. The boys were found superior to girls in their mean locus of control scores which shows that boys have comparatively strong belief about the control of some events that affect their academic achievement.

Affiliation

Preston University, E-mail: aamnasalim@yahoo.com

The Effect of Socioeconomic Status on Academic Achievement in Science Subjects

Irfan Elahi

According to an educational or sociological research the relationship between the academic achievements of students and the family's socioeconomic status (SES) has been well established. In the low SES families the influence of educational outcomes has significant dimension. This study exhibits new results from a sample of 200 students belonging to different backgrounds, of urban and rural areas. Findings support that economic and social components of the socioeconomic status equation impose dissimilar influences on educational outcomes. It is attempted to explore the correlation between SES factors and students' academic achievements in science subjects at intermediate level. Consequently, lesser SES positively correlates with lesser student achievement. Families having high socioeconomic status most of the time demonstrate greater success towards fostering of their young as they have access to resources promoting and supporting development of their children for college.

Affiliation

PhD Scholar, Faculty of Education and Social Sciences, Iqra University, E-mail: ievaleem@yahoo.com

Quality Education and National Professional Standards for Teachers-2009 in Pakistan: Teacher Educators Perceptions

Muznah Raheem & Zaira Wahab

Collaboration of Government of Pakistan and USAID has given rise to the National professional standards for teacher (NPST)-2009 in Pakistan. Ten standards

cover almost all the angles and parameters of quality teaching. Good teaching can be recognized, appreciated and adopted by means of these professional standards. These standards are taken as a way to quality education.

The purpose of this study is to reflect upon the feasibility of national professional standards for teachers-2009 in Pakistan in the light of contextual realities. The subsidiary areas which the study covers are: Do the standards equally serve the rural and urban teachers? Are Physical facilities important in the application of standards? Does NPST-2009 improve the quality of education difference in opinion by gender? and Does NPST-2009 improves the quality of education difference in opinion by context?

The study is conducted in mixed method research paradigm. The in-depth interviews are used to find the mind schemas, and questionnaires are used to find the frequency of the data. In this survey study, the Sample of 100 teacher educators' questionnaire on five point likert scale has been analyzed. Descriptive and inferential statistics have been used to test the hypothesis.

The study reveals that Rural and urban teachers' opinions vary concerning the concept of National Professional Standards for Teachers-2009 in Pakistan. Both interpret and apply it in different ways. There is no gender difference in the application of NPST-2009 in Pakistan. There is no gender disparity in the thought that NPST-2009 improves the quality of education while rural and urban teachers are completely biased on the same thought because both of them define the quality differently. Physical facilities play vital role in making the standards workable.

Recommendations have been suggested to improve the present scenario. Some of the major recommendations are the provision of physical facilities like electricity, internet accessibility to make the standards workable. The gap between the urban and the rural must be bridged; make NPST the part of Annual confidential report [NPST must be made the part of an Annual confidential report]. There should be separate directorate for teacher's education.

Affiliation

*M.Phil Graduate, Faculty of Education and Learning Sciences, Iqra University,
E-mail:muznahigbal@hotmail.com*

Paper Setting Practices in Pakistan: An Assessment within the Framework of Bloom's Taxonomy

Arshad Mahmood & Ismail Saad

The present study is an evaluative investigation of paper setting practices in Pakistan. The evaluation is made keeping in view the assessment criteria employed in Benjamin Bloom's taxonomy (1956). The weaknesses and strengths in paper settings reflect the expertise and professional competencies of the paper setters. Most of the paper setters are not familiar with Bloom's taxonomy or the cognitive levels determined by him. They follow only the time worn practices of checking subject matter knowledge of students which they committed to memory. Substandard SSC part-I Chemistry papers often cause stress among students and most of the time they do no better than to regurgitate. Reflective examination papers will comprise of various difficulty levels proposed by Benjamin Bloom and will assess the diverse cognitive capabilities of students. The present study encompasses the views of paper setters and students about the IXth grade Chemistry paper. The focus is on the perception of paper setters and students about the weaknesses and strength of the current

Chemistry paper and paper setting practices. The data was collected through the unstructured questionnaires from n=10 Chemistry paper setters and 20 items of close ended questionnaires from 150 randomly selected students from Malir Town explaining their perceptions about these examinations papers. The data was collected through the study found that SSC part-I Chemistry examination paper pattern need a radical shift in setting of items. The present evaluation system simply encourages exam oriented study and rote memorization. The study suggests higher cognitive skills such as analysis, synthesis and evaluation as directed by Bloom's Taxonomy must be incorporated in the written examinations.

Affiliation

PhD Scholar, Faculty of Education and Social Sciences, Iqra University, E-mail: ams270666@gmail.com

The Study of Problems of Students with Visual Impairment in Social Adjustment

Samina Ashraf

The present study is conducted to highlight the problems of students with visual impairment in social adjustment. It was a descriptive type of research conducted with survey method. The population of the study comprised of all students with visual impairment who are studying in graduation and post-graduation level. A sample of 100 students with visual impairment (Male=71, Female=29) studying in one college and three universities of Lahore city have been selected using random sampling technique. The age of the sample ranged from 18 to 30 years. Among 100 students 49 students were studying in post-graduation whereas 51 students were studying in graduation classes. A standardized scale was used for the collection of data. The scale was developed to elicit the responses of students with visual impairment on problems in social adjustment. The scale consisted of two parts; the first part consisted of demographic information whereas the second part consisted of 5 components (29 items) related to the problems in social adjustment. The respondents were provided five options to respond. The reliability of the scale was .870 estimated with the help of cronbach alpha. Frequency of the responses along with percentages and mean of responses have been collected and tabulated. The independent sample t-test was used to compare the difference in social adjustment problems on the basis of gender and educational qualification. The results have shown a significant difference in the social adjustment problems of students with visual impairment on the basis of educational qualification and gender. A training program to improve the interpersonal relationship of students with visual impairment is recommended by the research.

Affiliation

*Assistant Professor, Department of Special Education, University of Punjab,
E-mail: miss_saminadse@yahoo.com*

Level Teachers' and Students' Perceptions Regarding the Factors Affecting English Essay Writing

Mansoor Ali

This study aims at exploring the teachers' and students' perceptions regarding the factors affecting English essay writing. This exploratory study was designed mainly to examine what specific writing techniques and approaches were put into practice to enhance the essay writing skill among students of Grade XI, and what were the related issues and remedies? The objectives of the study were: (1) The teachers' and students' perceptions regarding the factors affecting essay writing. (2) To check students' grammar (e.g. sentence structure, diction, etc.), spelling and punctuation marks. (3) To prepare suggestions and recommendations for the betterment of further studies in enhancing the skill of essay writing. The unit of analysis was O Level English language teachers and students from 131 Cambridge affiliated schools in Karachi. Through simple random sampling, the data were collected from n=58 schools which were 44% of the whole population. Total sample size was n=131 (n=22 (30%) male, n=51 (70%) female teachers and n=28 male, n=30 female students).

Both qualitative and quantitative paradigms were used. Four tools (FAEWT, FAEWS, structured interview guide for teachers, and a question paper for students) were used to collect data. The data collected through FAEWT and FAEWS were validated by interviews and students' written essays.

Results revealed that there is a dire need of congenial and conducive environment to improve the writing skill of students. This study plays a significant role in contributing to researchers, curriculum developers, teachers and students to hone the knack of writing an essay [essay-writing skills] appropriately, accurately and effectively.

Affiliation

*M.Phil Graduate, Faculty of Education and Learning Sciences, Iqra University,
E-mail: sabitsajid@yahoo.com*

The Relationship between Novice Kindergarten Teacher Mentoring and their Job Satisfaction

Sara Sehar Imran Bhutta & Shelina Bhamani

Mentoring novice teachers is one of the best ways of orienting them with the school processes and teaching and learning mechanism. Several researches revealed its positive impact on their overall job satisfaction. The purpose of this study was to explore the relationship between early childhood teacher induction programmes and one to mentoring with their job satisfaction. The quantitative correlational design of the research was chosen. The data were collected using job satisfaction scale on 125 novice teachers who were selected using purposive sampling method. The results revealed no significant relationship between teacher mentoring with their job satisfaction. This research study aimed at bridging the current literature gap in Pakistan pertinent to this topic and to provide insights to educational managers for mentoring early childhood teachers.

Affiliation

Institute of Business Administration, E-mail: sara_imran2000@yahoo.com

Comparing Volatility Forecasts of Univariate and Multivariate GARCH Models: Evidence from the Asian Stock Markets

Zohaib Aziz & Javed Iqbal

In this paper we compare the forecasting performance of univariate (EGARCH) and multivariate GARCH models for the stock price volatility of Japan, India, Indonesia and Pakistan each paired with the US stock market. We also investigate the role of Global Financial Crisis (GFC) of 2007-2009 in affecting forecasting performance. We investigate whether incorporation of the linkage with the US stock market in a multivariate GARCH framework helps in improving the volatility forecasts of Asian stock markets. The daily stock returns from July 3, 1997 to November 12, 2012 are employed. Forecasts are evaluated using three measures namely, R^2 (coefficient of determination), Mean Absolute Percentage Error (MAPE) and Median Absolute Percentage Error (MdAPE). The results show that using correlation with US helps in improving the accuracy of volatility forecast of Asian stock markets i.e. performance of multivariate GARCH is found to be better than the EGARCH for all the countries considered, while including GFC dummy does not result in improved forecast of stock market volatility forecast.

Affiliation

Federal Urdu University of Arts, Science and Technology, E-mail: zohaib.aziz@fuuast.edu.pk

Intentions in Opting Islamic Credit Cards in Pakistan: A TRA Model

Muhammad Ali

This study investigates the factors affecting intentions to select Islamic credit cards in Pakistan by employing the Theory of Reasoned Action (TRA) model. In general, bank customers are generally aware of credit card facility but the leading factors to select Islamic credit cards are particularly unexplored. Due to this fact, the study examined the effect of Subjective norm, Attitude and Perceived financial cost on the Pakistani bank customers intention to select Islamic credit cards. The study uses a survey of 466 respondents. Exploratory factor analysis (EFA) and multiple regression is used to attain the study objectives. Findings from regression analysis suggest that subjective norms (SN) and attitudes (ATT) show positive and significant impact on intentions to select an Islamic credit card, while perceived financial cost (PFC) has a negative impact on intentions to select an Islamic credit card. On the other hand, subjective norms were found to be the most influential factor to predict the selection of an Islamic credit card. It is recommended that, Islamic banks should educate their customers about Islamic credit cards to compete with conventional credit cards and develop marketing strategies through social media and other marketing channels to change consumer's attitude in favor of Islamic credit cards. The TRA model applicability extends into Islamic credit cards context while perceived financial cost is integrated on the intention to select Islamic credit cards. The present study also offers an insight view of one's decision to select Islamic credit cards.

Affiliation

Lecturer, Faculty of Business Administration, Iqra Univeristy, E-mail: ali.m@iuk.edu.pk

The Integration among Financial Markets in Pakistan: New Extensions and Evidence from Bounds Testing and TYDL Granger Non-Causality Approach

Abdur Rehman Aleemi

In this study we investigated the dynamic interlinkages between the money, currency and capital market of Pakistan with the most recent and relatively high frequency monthly data after the post-liberalization era of 1991 till June-2014, utilizing three different and relatively advanced econometric testing procedures to find whether the three markets are interlinked? The empirical findings based on the ARDL Bounds testing produces that a steady state long run equilibrium relation exists among the three markets of Pakistan which is also confirmed by the Johansen cointegration analysis. The findings of the long run relationship led us to investigate the causal relationship; we did this by augmenting a VAR under the TYDL Granger Non-causality approach which to the best of our knowledge is the first attempt of its kind in the case of Pakistan. The empirical results of the TYDL Granger Non-causality establish interlinkages among the three markets suggesting bi-directional causality among stock market and currency market whereas unidirectional causal flow is being established from money market to stock market and from currency market towards money market of Pakistan. Provided with the fact that the three markets are interlinked, it is therefore suggested that any policy measure in this regard should be mindful of the implications of the decision.

Affiliation

*Research Associate and Faculty of Business Administration at Institute of Business and Technology,
E-mail: abdurrahmanjan@gmail.com*

Impact of Capital Structure Theories on Financing Decision: A Study of Non-Financial Firm of Pakistan

Muhammad Nadeem Khan

The choice of the proportion of sources to finance the firms' investment decision is the capital structure or financing decision. Financing decision involves the selection of debt and equity in such a way that maximizes the value of the firm, and minimizes the cost of capital. Consequently, this paper aims to test the impact of two capital structure theories; Pecking Order Theory (POT) and Trade-Off Theory (TOT) which are used in financing decisions. An extensive panel data set of 253 non-financial firms' is taken from KSE for the period of 2004 to 2013. Variables used are book leverage as the outcome variable, and tangibility, size, profitability and industrial leverage as predictors. Panel least squares are used to check the relationship between the variables. Results show that tangibility, size, and profitability all have significant negative relationship with leverage, which is the evidence to POT. It shows, that Pakistani firms are more concerned with using the internal sources of finances, as the POT explains the intention of firms to the alternative financing methods. This study is also tested by using the Fixed Effect (FE) model. FE eliminates the effect of the time-invariant features from the predictor variables so that we can judge the predictors' net effect. FE results points out tangibility, size, and industrial leverage have significant relationship with the book leverage. Profitability has insignificant impact with the

leverage. This result also reveals that POT most of the time is the choice by Pakistani firms.

Affiliation

Assistant Professor, Faculty of Business Administration, Iqra University, E-mail: khan.n@iuk.edu.pk

Country Risk and Volatility of Stock Returns: Panel-GARCH Evidence for the Latin America's Major Five

Tahir Suleman

This paper studies the link between country risk—measured by a country composite risk index as well as individual measures of economic, financial and political risk— and Volatility of Stock Market returns. We use monthly data for the five major Latin American markets, over the period January 1993 to December 2013 and model Stock return volatility as a panel-GARCH process. We find significant and persistent volatility patterns for Stock market returns as well as high, positive and highly significant cross-correlation among these Stock markets. We also find strong support for the hypothesis that higher country risk increases stock market volatility.

Affiliation

School of Economics and Finance, Victoria University of Wellington, E-mail:tahir.suleman@vuw.ac.nz

Does Westernization Equal Modernity? The Case of Turkey

Haddiqua Iqbal Siddiqui

This paper examines the terms Modernity and Westernization as an ideal-typical pair and shows how they are misused as descriptive terms. It discusses the transformation of these terms from one of description to that of prescription, as they are adopted by 'Islamic' nations. Focusing on Turkey, the paper shows how the term Westernization, which formerly stood alone, shifts in meaning as it is put into opposition to Modernity, and how the pair serves as a legitimating term in a political context, tied to Nation-building and the interests of various political groups. This process and its ambiguities are explored through an examination of rituals, public monuments, and semantic changes. Modernity, a focal point of interest in our time, means the cultural schemata and mechanisms of social action stemming from the Enlightenment process. Unfortunately, these stereotypes have become so entrenched in the psyche of Post-colonial nation-builders [that they] confuse it with Westernization.

Affiliation

E-mail:hadiqasiddiqui21@hotmail.com

Grading Efficiency: Public Versus Private Universities in Pakistan

Ummad Mazhar & Najaf Zahra

This paper develops novel indicators of government efficiency. Higher education serves as an important input to the process of economic change and it also provides valuable output to society. Given the multifaceted importance of higher education many authors argue that only government can provide it adequately and with satisfactory level of service delivery. Surprisingly, there does not exist many indicators to measure or gauge the relative validity of these claims. This study attempts to fill this gap. Focusing on higher educational institutions in Pakistan, we emailed queries (2 per university) to 100 universities, and record whether a university responds to our enquiry, how it responds, and how long it takes to response. The values obtained from these indicators are then use to assess the relative efficiency of public and private universities. To make our comparison meaningful all universities in our sample are taken from the Higher Education Commission's data base of approved universities so as to ensure a minimum level of standard in terms of education quality and service delivery. The results provide new objective indicators of university efficiency operating in private and public sectors, based on a simple and easily accessible service, and allow us to shed light on its determinants. Besides, the analysis also has important implications related to the effective use of information and communication technologies in universities, and issues related to e-governance, and online service availability. The evidence suggests that both technology and management quality influence university efficiency in public sector, just as they do for the private sector.

Affiliation

Associate Professor, Beaconhouse National University, Lahore, Pakistan,

E-mail: umadmazhar@gmail.com

The Effects of Remittances on Inflation: Evidence from Pakistan

Khalid Sarwar Qureshi & Saghir Pervaiz Ghauri

Remittances are relatively large capital inflows in Pakistan in the recent years. Therefore, relationship and direction between inflation and remittances is essential for the policy makers of the recipient economy. Introducing remittances as an independent variable to the standard inflation equation, this paper explores how remittance affects the inflation rate in Pakistan for the period between July 1991 to December 2014. We intend to apply Granger causality test, Vector autoregressive (VAR) method, and co-integration method for causality relationship, long run and short run relationship.

Affiliation

Joint Director, Statistics & DWH Department, State Bank of Pakistan

E-mail: Khalid.Sarwar@sbp.org.pk

Ijarah: An Islamic Banking Instrument

Abdul Quddus Suhaib

Islamic banking is based on Islamic economics and Islamic financial system supports it. In this article, we will discuss how Ijarah (lease) plays a pivotal part in developing the framework of Islamic Banking System. Ijarah is the most recent and most important mode of Islamic Banking today. Ijarah has a great importance in the early Islamic Fiqh and has its roots deep in the early periods of Islam. Islamic jurists and scholars like Imam Abu Hanifa and Imam Malik also did legal work on it and made use of it in their times. In this study we will also try to discuss some critical questions raised on the modern use of Ijarah today.

Affiliation

Director, Islamic Research Center, Bahauddin Zikria University

E-mail: aqsuhaib@gmail.com

Growth Under Uncertain International Capital Flows: Pakistan's Recent Experience

Muhammad Umair

Sustainable magnitude of domestic and foreign investments is kind for stable economic growth which leads to a significant impact on economic and non-economic indicators of domestic country. Initially, the study will analyze the economic and social determinants of economic growth instigate with the general production function. Impact of labor and domestic capital will be investigated along with the controlled variables. The annual dataset of Pakistan from 1973 to 2013 would be used to determine the short run and long run relationship between the relevant variables by employing the Auto-Regressive Distributive Lags (ARDL) approach to cointegration. Moreover, the country has been facing shortages of international capital that affect the macroeconomy and ultimately the social indicators. Foreign direct investment and remittances are the largest sources of international capital for developing countries. In the next attempt, the study will analyze the effects of uncertain capital sources like foreign direct investment, foreign portfolio investment, remittances and official development aid by using the same dataset and methodology. The empirical analysis may be used in policy making to channelize these resources that may accelerate or decelerate growth and development indicators.

Affiliation

Lecturer, Department of Economics, University of Karachi, E-mail: mumair@uok.edu.pk

Impact of Financial Developments on Income Inequality in Pakistan

Syed Ali Raza & Madiha Zaib

This study investigates the impact of financial development on income inequality in Pakistan by using the annual time series data from the period of 1973 to 2013. We construct financial development index for Pakistan by applying the principle component method on the major four proxies of financial development available in literature,

namely; domestic credit by the banking sector, domestic credit to the private sector, money supply and stock market capitalization. Autoregressive Distributed Lag and Johansen and Jeuselius's cointegration methods confirm the valid long run relationship among the considered variables. Results indicate the negative and significant impact of financial development on income inequality in the long run while, a negative but insignificant result is found in the short run. The results from the VAR-based generalized forecast error variance decomposition point to the existence of the unidirectional causal relationship, which runs from financial development to income inequality in Pakistan. Findings indicate that income inequality decrease with the development of the financial sector in Pakistan, which is consistent with the earlier empirical researches. We also find no evidence supporting the Greenwood-Jovanovic hypothesis of an inverted -U- shaped relationship between financial sector development and income inequality in Pakistan. The findings of this study suggested that financial development would be a significant policy option to control the income inequality and should be considered as a mean for improving income distribution in Pakistan. It is suggested that policy makers should formulate such policies which will strengthen the financial sector of Pakistan.

Affiliation

Lecturer, Faculty of Business Administration, Iqra University, E-mail: raza.a@iuk.edu.pk

Home and Hospital Based Delivery in Pakistan: Trend Analysis and Factors Affecting Delivery Behavior

Faisal Abbas, Maqsood Sadiq & Zainab Parveen

Proper care during pregnancy and delivery is important for the health of both the mother and the newborn. There has been substantial improvement in the maternal health indicators over the last decade still a lot remains to achieve. For example, more than 13 percentage point increase in births assisted by a skilled provider (38.8% to 52.1%) and 14 percentage point increase in births that were delivered in a health facility (34.3% to 48.2%) is observed from 2006 to 2013. There are about half of the births still occur across Pakistan at home and in rural areas this situation is even worse. This paper tries to cover the issue of home versus hospital delivery across Pakistan using PDHS data of three episodes i.e., 1990-91, 2006-07 and 2012-13 and also by using Pakistan integrated household Survey (PIHS) & Pakistan Social & Living Standards Measurement Survey (PSLMS) series. Our aim is to compare the trend of home and hospital delivery also this study aims at empirically analyzing the data for probing deep into the factors that determine the women preference of place of delivery across Pakistan. Preliminary multivariate analysis shows that the mothers in urban Sindh (location), highly educated and in the wealthiest quintile are more likely to go for the institutional delivery. This paper helps in providing insights about the changing pattern of institutional deliveries while comparing it with home based pregnancy arrangements.

Affiliation

Assistant Professor, Department of Management Sciences, COMSATS Institute of Information Technology (CIIT) Islamabad, Pakistan., E-mail: faisal_abbas26@yahoo.com

Stability and Development Through Trade: Comparative Analysis of Pakistan's Trade Policies

Munazza Khan

Pakistan's economic prosperity and stability is directly dependent on its trading ties with emerging economies, such as India and China, and access to the big markets. European Union is one of Pakistan's top trading partners. The EU accounts for 20 percent of Pakistani external trade with Pakistani exports to the EU amounting to 3.4 billion euro (mainly textiles and leather products) and EU exports to Pakistan amount to 3.8 billion euro (mainly mechanical and electrical equipment, and chemical and pharmaceutical products). Pakistan and European Union has also moved forward to implement a new Five Year Engagement Plan which attempts to strengthen vis-à-vis diversify their traditional relations of donor and recipient and enhance their cooperation and partnership in other areas of mutual concerns. The dialogue provided an opportunity to review EU development cooperation including the broad parameters of the second EU Multi-annual Indicative Programme (MIP) for 2007-2013, which included projects for rural development and natural resource management, education and human resource management, governance and human rights, and trade development. European Union is also benefiting Pakistan by its Generalised System of Preferences (GSP), according to which Pakistan would receive duty free treatment from 2014. The purpose of this study is identify gaps in policies through out decades and to identify possibilities. It is a comparative analysis where examples of other countries have also been studied to evaluate either trade can help to stabilize deteriorated economies.

Affiliation

Visiting Faculty at Institute of Business Management and MS student at Area Study Centre for Europe, University of Karachi, E-mail: munazzakhan_mk@hotmail.com

Does Globalization Effect Income Disparity? Evidence from Pakistan

Syed Ali Raza & Arshian Sharif

This study investigates the relationship between globalization and income inequality in Pakistan by using the annual time series data from the period of 1973 to 2013. The ARDL bound testing cointegration approach, Johansen and Jeuselius cointegration approach and Gregory and Hansen structural break cointegration approach confirm the valid long run relationship between globalization and income inequality. Results that gross domestic product, per capita income and globalization have negative and significant impact on income inequality in both long run and short run. Results of Generalized forecast error variance decomposition method under vector autoregressive (VAR) system suggest the bidirectional causal relationship of gross domestic product, per capita income and globalization with income inequality in Pakistan.

Affiliation

*Research Associate, Faculty of Business Administration, Iqra University,
E-mail: arshian.aslam@gmail.com*

Do Persistent Terror Attacks Normalized Investor & Stock Returns?

Imtiaz Arif

In this paper we investigate the act of long run continues terrorism and how it affect a society's resiliency and sensitivity to prolonged physical and psychological stress on the financial markets. Financial markets of ten highly terror effected countries were studied as an indicator of reactivity to man-made disaster. We used daily data (5 days per week) from Datastream for ten highly terror effected countries (Pakistan, India, Bangladesh, Philippine, Russia, Thailand, China, Colombia, Israel and Srilanka) plus domestic interest rates (90 days Treasury Bills) and a proxy for the global stock market index (S&P 500 index) over the period 1/1/2000 to 31/12/2014. We define daily returns as logarithmic differences of stock indices and the daily terror index is defined as the natural logarithm of (e + number of human casualties + number of people injured + number of terrorist attacks+loss of properties) occurred each day. Data for the terror events are collected from the GTD. After accounting for global market changes different financial markets show that terror has mixed and significant impact. The analysis also revealed that for Pakistan the financial base remained sensitive to each act of terror having more than threshold limit across the entire studied period, sustained psychological resilience was indicated with no apparent overall market shift. In other words, we saw a "normalisation of terror" following an extended period of continued suicide bombings. The results suggest sustained resilience and long-term market confidence.

Affiliation

Director Academics, Faculty of Management Sciences, Iqra University, E-mail: arif.i@iuk.edu.pk

Comparative Study of Exam Paper of IX (Biology) of AKUEB and BISE Hyderabad

Shazma Nandwani

The aim of the researcher is to compare the exam papers of BISE Hyderabad with AKUEB exam papers, which has gained popularity and recognition in short span of time. This comparison will help the researcher to identify the areas for improvement in BISE Hyderabad exam paper and will form the basis for the recommendations.

To achieve the purpose of the research, comparative study for content analysis of exam papers for the years 2009, 2010 and 2011 of both the Boards have been conducted. The content was analyzed to study the syllabus coverage and cognitive levels, if both has been tested through exams. The analysis revealed that the testing of overall syllabus has not been focused in the exam paper of BISE Hyderabad, AKUEB exam papers also show some imbalance in the weight-age given to some important sections of the syllabus; but overall coverage has been better in comparison to exam papers of BISE Hyderabad, the exam papers of BISE Hyderabad mostly test the knowledge of the students and focuses less than the required level of understanding of the student, the application of the syllabus is totally ignored by the exam papers which will assist the student in their professional life, and the exam papers of AKUEB are also not up to the requirement of cognitive levels as per the syllabus; but still they are quite balanced in testing knowledge, understanding and application cognitive levels of students.

The exams only encourages reproduction of taught material, which has increased rote learning culture amongst students, which is the biggest hurdle in development of intellectual level. The lack of development of other aspects of intellect may also create professional or practical life difficulties for students, which mostly call for the understanding, application or analytical aspects of intellect.

Affiliation

Asst. Manager, Quality Enhancement Cell, Iqra University, E-mail: shazmanandwani@hotmail.com

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