

## **Dr. FARMAN AFZAL**

### **Assistant Professor**

*Institute of Business and Management, University of Engineering and Technology (UET) Lahore, Pakistan*



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**Cumulative Impact Factor: 41.2**

### **Personal Statement:**

An experienced, enthusiastic and focused teacher who is committed to safeguarding and promoting the education and well-being of young people at all times. Farman is passionate about giving young people the best possible education in life, and enjoys working in a busy environment and relishes the challenge of managing a diverse workload. He is able to establish a supportive relationship with not only students but also fellow teachers all with the aim of promoting and reinforcing a student's independence and self-esteem. He is someone who is fundamentally committed to good practice and innovation and who is very much a team player. He is always engaged in continuous learning in order to broaden his knowledge and experience.

### **EDUCATION:**

<b>Qualification</b>	<b>Assessment</b>	<b>Years</b>
<b>UESTC, Chengdu, China</b> Ph.D. in Management Sciences and Engineering	CGPA 3.8	(2017-2020)
<b>SZABIST Karachi, Pakistan</b> Master in Business Administration	CGPA 3.58	(2009-2011)
<b>BZU, Multan, Pakistan</b> Bachelor in Business Administration	CGPA 3.64	(2005-2009)

### **WORKING EXPERIENCE:**

#### **IB & M, UET Lahore Pakistan**

#### **Assistant Professor**

(November. 2020 to Continue)

- Has been teaching various subjects of accounting, economics and finance UET Lahore as a regular faculty member.
- Conducting independent research on AI application in Risk Management

#### **PhD Scholar**

(2017 – 2020)

- School of Management and Economics, UESTC China

#### **Lecturer**

(2012 – 2017 and June 2020 – Nov. 2020)

- Has been teaching various subjects of accounting, economics and finance UET Lahore as a regular faculty member.

#### **Additional duties**

- Exams Coordinator of IB&M – planning and execution of examination process of various undergraduate and post graduate programs. Timely collection and notification of results.
- BBA Program Head (2022 -24)—Planning of BBA Program including curriculum designing and dealing student's related matters.
- MBA Program Head ( 2014 - ) Planning of MBA Program including curriculum designing and dealing student's related matters.
- Served as additional in-charge of finance and economics division, member of curriculum design committee, accreditation committee, admission committee and academic quality assurance committee.
- Resident Tutor of Iqbal Hall

<b>Teaching Interests</b>	<b>Research Interests</b>
<ul style="list-style-type: none"> <li>• Financial Accounting</li> <li>• Managerial Accounting</li> <li>• Financial Management</li> <li>• Corporate Finance</li> <li>• Capital Market and Investment</li> <li>• International Finance</li> <li>• Portfolio theory and analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Financial risk management</li> <li>• Chaos theory and its application in risk assessment</li> <li>• Asset pricing theory</li> <li>• Portfolio theory</li> <li>• Applications of MCDM Methods</li> <li>• Organizational Behavioral decisions</li> <li>• Operations Research</li> </ul>

### **Consultancy service:**

Providing consultancy on financial planning and risk management.

### **Visiting Faculty:**

- Served as visiting faculty members in BZU Multan, Sahiwal Campus. Where I taught Managerial accounting and corporate finance subjects (2011).
- Served as visiting faculty members in UCP Business School. Where I taught Managerial accounting, Quantitative research methods and financial management subjects. (2015-2016)
- Served as visiting faculty members in Hailey College of Commerce Punjab University. Where I taught Capital Market and Investment subject. (2021-2022)
- Department of Accounting and Finance, Kinnaird College Lahore Pakistan. Taught Advance managerial accounting in MS Program.

### **PhD Thesis Title:**

- Integrated Decision Support System for Project Risk Management and Cost Overrun in Chaos

### **Master's Thesis Supervised:**

- Predicting Stock Market Return and Crises using Artificial Intelligence: A Comparative Study of Machine Learning Models.
- Consumer's Integrated Decision Model for Takaful: Enhancing the Adaptability of Islamic Insurance in the Market.
- Value-based Outcomes for Firms using Digital Data Analytics.
- Effect of Psychological Distance on Value Perceptions of Luxury Brands in Social Media Marketing.
- Configurational Explanation of Human Resource Management Practices for Future Sustainability through Pro-Environmental Behavior.
- Impact of Proactive Personality and Professional Identity on Employee Engagement: A Mediating Role of Self-Efficacy.
- Investor Risk Perception and Estimating Cost of Capital in Public-Private Partnership Projects.
- Victimization and Job Burnout among Early Career Innovative Employees.
- Impact of Green Human Resource Management on Sustainable Performance: A Mediating Role of Organizational Citizenship Behavior.
- Core Self-evaluation and Time Perspective of Work Engagement among Health Professionals during COVID-19 Pandemic.
- Measurement of Bank Specific Determinants of non-performing loans during Covid-19 Pandemic.
- Embedding Job Characteristics Model for Job Rotation during Crisis Using FUZZY-ANP Process.
- Development of anti-money laundering processes in TBML Unit of Bank of Punjab

### **RESEARCH PAPERS**

#### **SSCI/SCI Indexing**

1. Faiz Rasool, S., Almas, T., Afzal, F., & MOHELSKA, H. (2024). Inclusion of JD-R Theory Perspective to Enhance Employee Engagement. Sage Open, 14(1). <https://doi.org/10.1177/21582440231220207>
2. Afzal, F., Afzal, F., Junaid, D. et al. Complexity-based risk decision framework for cost overrun using fuzzy Bayesian network. Soft Comput (2023). <https://doi.org/10.1007/s00500-023-07983-7> (SCI, Q2, IF 3.732)
3. Kanwal, S., Naveed, W. and Afzal, F. (2022), "Joint Effect of In-Role Behavior and Task-Interdependence on Job Burnout Among Early Career Healthcare Professionals", *SAGE Open*, Vol. 12 No. 2, p. 215824402210912. (SSCI, Q-2, IF 2)
4. Junaid, D., He, Z., & Afzal, F. (2022). The impact of weak formal institutions on the different phases of the

entrepreneurial process. *Journal of Business Research*, 144 (July 2020), 236–249.  
<https://doi.org/10.1016/j.jbusres.2022.01.040> (IF. 10.96, SSCI, Q-1)

5. **Afzal, F.**, Shehzad, A., Rehman, H. M., Afzal, F., & Mukit, M. M. H. M. H. (2022). Risk perception and cost of capital in emerging market projects using dynamic conditional correlation model. *International Journal of Islamic and Middle Eastern Finance and Management, ahead-of-p*(ahead-of-print). <https://doi.org/10.1108/IMEFM-07-2021-0257>. (SSCI, I.F 2.39)
6. **Afzal, Farman**, Yunfei, S., Nazir, M., Bhatti, S.M., 2019a. A review of artificial intelligence based risk assessment methods for capturing complexity-risk interdependencies. *Int. J. Manag. Proj. Bus.* <https://doi.org/10.1108/IJMPB-02-2019-0047> (SSCI, I.F-2.7, ABDC).
7. **Afzal, Farman**, Shao, Y., Sajid, M., Afzal, Fahim, 2019b. Market Sustainability : A Globalization and Consumer Culture Perspective in the Chinese Retail Market. *Sustainability*. <https://doi.org/10.3390/su11020575> (SSCI-SCI, I.F-3.252).
8. **Afzal, Farman**, Yunfei, S., Sajid, M., Afzal, Fahim, 2019c. Integrated priority decision index for risk assessment in chaos: cost overruns in transport projects. *Eng. Constr. Archit. Manag.* <https://doi.org/10.1108/ECAM-02-2019-0079> (SSCI-SCI, I.F-4.129).
9. **Afzal, Farman**, Yunfei, S., 2019. Cost-Risk Contingency Framework for Managing Cost Overrun in Metropolitan Rapid Transit Projects. *Int. J. Manag. Proj. Bus.* (SSCI, I.F- 2.7, ABDC).
10. Danish Junaid, Amit Yadav, **Farman Afzal**, Imran Ahamed Shah. A configurational approach of informal institutions to promote entrepreneurial activities. *Frontiers in Psychology*. (SSCI, I.F-2.99)
11. Afzal, F., Haiying, P., **Afzal, F.**, Mahmood, A., & Ikram, A. (2021). Value-at-Risk Analysis for Measuring Stochastic Volatility of Stock Returns : Using GARCH-Based Dynamic Conditional Correlation Model. *SAGE Open*, 1–11. <https://doi.org/10.1177/21582440211005758>. (SSCI, I.F- 2, ABDC)
12. Muhammad Shehzad, **Farman Afzal**, 2022. Mobile shopping continuance intentions of expats in China: influence of structure assurance and the stay duration, *Int. J. of mobile communication*. Vol. 1-1 DOI: 10.1504/IJMC.2022.10036941 (SSCI, I.F- 1.328, ABDC)
13. Shah, I. A., Yadav, A., **Afzal, F.**, Shah, S. M. Z. A., Junaid, D., Azam, S., Jonkman, M., De Boer, F., Ahammad, R., & Shanmugam, B. (2020). Factors Affecting Staff Turnover of Young Academics: Job Embeddedness and Creative Work Performance in Higher Academic Institutions. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.570345>. (SSCI, I.F-2.99)

#### **Other International Publications (Scopus, WOS)**

14. **Afzal, Farman**, Yunfei, S., Sajid, M., Afzal, Fahim, 2018. Risk Assessment of First Overseas Mass Rapid Transit Project: Promulgating Interpretive Qualitative Paradigm for China Pakistan Construction Concession. *Int. Trans. J. Eng. Manag. Appl. Sci. Technol.* 9, 253–269. <https://doi.org/10.14456/ITJEMAST.2018.23>. (ESCI)
15. Afzal, Fahim, Haiying, P., **Afzal, Farman**, Shah, I.A., 2019b. MEASURING J-CURVE EFFECT USING EXCHANGE RATE INSTABILITY AND TRADE IMBALANCES: A QUANTITATIVE 3SLS APPROACH. *Int. Trans. J. Eng. Manag. Appl. Sci. Technol.* 11, 1–12. <https://doi.org/10.14456/ITJEMAST.2020.74> (ESCI).
16. Afzal, Fahim, Haiying, P., **Afzal, Farman**, Exchange rate volatility and J-Curve effect of post 9/11 era (3 SLS Model) presented in 7th International Conference on financial risk and corporate financial management China (ESCI).
17. Afzal, Fahim, Haiying, P., **Afzal, Farman**, Bhatti, F.G., 2019a. Predicting Time-Lag Stock Return Using Tactical Asset Allocation Trading Strategies across Global Stock Indices. *Int. J. Financ. Res.* 11, 115. <https://doi.org/10.5430/ijfr.v11n1p115> (Scopus).
18. Kiran Mehmood, **Farman Afzal**, Moderating Role of Rational Thought Process in Measuring the Relationship between Emotional Attachment and Branch Trust; *Pakistan Journal of Commerce and Social Sciences* 2015, Vol. 9 (3), 837-849. (HEC-X Category).
19. Sana Illahi, **Farman Afzal**, Historical simulation of risk and return in mutual funds through value at risk analysis; *Pakistan Business Review*, Vol 20 (3), pp (726-739). (HEC-X Category).
20. **Afzal, F.**, Yousaf, S. U., Usman, B., Afzal, F., & Ikram, A. (2021). RISK PROPAGATION IN HEALTHCARE SUPPLY CHAIN: THE IMPLICATIONS OF FUZZY-ANP AND BAYESIAN INFERENCE. *Academic Journal of Social Sciences*, 5(1), 131–155. (HEC-Y Category).

#### **Research Papers Under Review**

1. Decision Support System for Cost-Risk Contingency in Managing Project Chaos, *Annals of operations research* (SSCI).
2. Antecedents of Industry 4.0 Oriented Portfolio Enterprises Performance using SEM-PLS and fsQCA, *Journal of the Knowledge Economy*.

#### **Other International Indexing**

21. Factors influencing foreign direct investment (The Case of Pakistan). *Economics and Finance Review* Vol. 2(2) pp. 21 – 25, April, 2012 ISSN: 2047 – 0401.
22. Agency Cost, Corporate Governance and Ownership Structure (The Case of Pakistan). *International Journal of Business and Social Science* Vol. 3 No. 9; May 2012.

23. Consumer Purchase Intension of Foreign Brands Available in Pakistan: A Moderating Effect of Television Advertisement. European Journal of Business and Management.
24. Motivation of Employees towards the Adaptation of Technology (Information and Knowledge Management). Information and Knowledge Management ISSN 2224-5758 (Paper) ISSN 2224-896 Vol.3, No.2, 2013.
25. Effect of Human Resource Planning on Organizational Performance of Telecom Sector (Information and Knowledge Management). Information and Knowledge Management www.iiste.org ISSN 2224-5758 (Paper) ISSN 2224-896X (Online) Vol.3, No.2, 2013.
26. Comparison of Workforce Diversity in Public and Private Business Organizations (European Journal of Business and Management). European Journal of Business and Management ISSN 2222-1905 (Paper) Vol.5, No.5, 2013.
27. Impact of Financial Crisis 2008 on Financial Institutions. (Research Journal of Finance and Accounting). Research Journal of Finance and Accounting ISSN 2222-1697 (Paper) Vol.4, No.2, 2013.
28. Impact of Global Financial Crisis 2008 on Automobile Industry. (Research Journal of Finance and Accounting ISSN 2222- 1697 (Paper) Vol.4, No.2, 2013).

### **Industrial Research Project Participation:**

- Principal investigator- Prof Shao Yunfei: National science foundation of China under grant No.: 71572028, “the research on alliance portfolio of the next generation of information technology industry and technological innovation capability: emergence, configuration and governance”; 71872027, “the mechanism of breakthrough innovation value co-creation: cross-boundary, evaluation, and business logic transformation”.
- Tactical analysis for generating buying and sell signals in spot trading of stocks (Meezan Investments).
- Preparing feasibility of Peer-to-peer energy trading using Blockchain (Fintech) (Kinetic Engineering Solutions).

### **Achievements:**

- Session Chair in Kinnaird’s 4th International Conference on Social Science and Humanities (26th -28th Feb 2024)
- Best Researcher award of 2018-19 in School of Management and Economics, UESTC
- Faculty Development Trainings: (QEC-HEC, AMDIP-Lahore Chapter)
- Attended Deans and Director Conference, NBEAC training 2022
- Faculty Development Trainings, PHEC 2021 and 2023
- Executive member of Teaching Staff Association UET (2016 and 2021)
- Startup Business Bip Technologies

### **Skills:**

- MCDM, Fuzzy logic, FsQCA, Neural Networks, Bayesian Inference, Amos, Smart PLS, Matlab, R-studio, MS project. Primavera, Quickbook.

### **Referees Detail**

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