Dr Ihtsham Ul Haq Padda

Chairman.

Associate Professor,

HEC Approved Supervisor,

Department of Economics,

Federal Urdu University for Arts Science and Technology (FUUAST), Islamabad, Pakistan

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Current Positions	Chairman Department of Economics Associate Professor HEC Approved Supervisor Federal Urdu University for Arts Science and Technology, Islamabad, Pakistan			
Area of Interest	Development, Growth, Poverty, Food Security and Environment Economics			
Academic Qualification	PhD (Economics) (November 21, 2009) Dissertation Title Have Developing Countries been Seeking to Minimize Welfare Cost of Taxation? Evidence from Barro's Tax Smoothing Hypothesis Federal Urdu University of Arts, Science and Technology, Islamabad, Pakistan			
	redetar ordir orriversity of Arts, Science and Technology, Islamabad, Takistan			
Professional Experience	Chairman, Department of Economics, Federal Urdu University of Arts, Science and Technology, Islamabad, Pakistan (September 15, 2022 to till now) Incharge Campus, Federal Urdu University for Arts Science and Technology, Islamabad Campus, Pakistan			
	(March 01, 2023 to continue			
	(October 14, 2022 to December 16, 2022)			
	Head of the Department of Economics, Federal Urdu University of Arts, Science and Technology, Islamabad, Pakistan			
	(May 20, 2016 to June 7, 2022)			
	Member, Graduate and Research Management Council Federal Urdu University of Arts, Science and Technology, Islamabad, Pakistan (June, 2014 to August, 2017)			
	Editor, Journal of Economic Sciences (Published by FUUAST)			

	(January 1 2022 to till date)				
	Member Research Paper Ver	rification Committee			
	(January, 2018 to till date)	J			
	Coordinator, Graduate and I	Rosoarch Managomont (Council		
		, and the second	Councii		
	(March 26, 2021 to October 1	,			
	Expert Similarity Index/Plag	riarism			
	(July 13, 2021 to till date)				
	HEC Approved Supervisor, (2012 to till date)				
	Associate Professor (July 18, 2022 to till date)				
	Assistant Professor (February 18, 2010 to July 17)	7, 2022)			
	Research Associate Federal Urdu University of A (August 1, 2009 to February		logy, Islamabad, Pakistan		
Additional Qualification	Computer Software for Econometric Analysis Eviews, P.C. Give, SPSS, STATA, MS OFFICE				
Teaching & Research Interests	 Macroeconomics, Advance Macroeconomics Microeconomics, Advance Microeconomics Mathematics for Economists Public Sector Economics, Public Finance Research Methods in Social Sciences Environmental Economics, Resource Economics Growth Models, Development Economics 				
	Recognition of research by		orld Bank (2020)		
Awards/ Achievement	Best Paper Award 2019) by Federal Urdu Uı	niversity of Arts, Science and		
S	Technology				
	HEC Fellowship for M. Plance	hil leading to PhD (2005	-2009)		
	• Silver Medal, in M. Ed, Is	lamia University Bahawa	alpur (1999-2000)		
	Level	Continue	Completed		
Supervision	PhD	4	5		
	M. Phil	2	22		

	M. S	Sc.	0 5		5	5		
Books	1. Collaboration in							
	SNH Naqvi (2020). Economics of Development: Toward Inclusive Growt (Second Edition) SAGE Publications. 2. Book Chapter							
	Devkota,	et al., (2022). C	Customer Percep	tion and Aware	eness of Green E	Banking		
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		Practices: An Alternative Strategy of Environmental Sustainability. In Disruptive Technologies and Eco-Innovation for Sustainable Development						
		1). IGI Global.				1		
Impact	Impact Factor	Category W	Category X	Category Y	Category Nil	Total		
Factor/Articl e Categories	93.349	17	8	24	7	56		
Articles	Development E	conomics						
	1. Hameed,	A., Padda, I.U.	H. & Karim, S.	Spatial analysis	is of food and n	utrition		
	security	in Pakistan:				hunger		
	_	GeoJournal (20	22). https://	do1.org/10.100	7/s10708-022-10	<u>0762-w</u>		
	,	tegory W)	Δ Salam Δnal	veis of Food ar	nd Nutrition Sec	urity in		
			· ·		s, Sarhad Jour	•		
			HEC Category Y	_	,			
	3. A. Hame	ed, IUH Padda	, A. Salam, Esti	mating food c	onsumption patt	terns in		
				ystem, Sarhad	Journal of Agric	culture,		
	1 ' ' '	-103 (2021) (HI	• •	1	Б ' Б			
	4. A Hameed, IUH Padda, A Salam, Estimating the Socio-Economic Factors							
	Food Insecurity in Pakistan: A Regional Level Analysis, FWU Journ Social Sciences 14 (2), 81-94 (2020) (HEC Category X) 5. T Iqbal, S Farooq, IUH Padda, Can Empowerment be Enhanced by P							
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		The European Journal of Development Research, 1-33, (2020) (W Category)						
	(IF 2.449	<i>'</i>	Б П	1:4: 1 G 1	TD C 1.3	X 7		
	6. T. Iqbal; IUH Padda; S Farooq, Unconditional Cash Transfers and Women Empowerment: The Case of Benazir Income Support Programme (BISP) in							
	Empowerment: The Case of Benazir Income Support Programme (BISP) Pakistan, Journal of Business and Social Review in Emerging Economies							
	(2), 401-418, (2020) (HEC Category Y)							
	7. T. Iqbal; IUH Padda; S Farooq, Sustainable Impacts of Social Safety Nets: The							
	Case of BISP in Pakistan. Pakistan Journal of Applied Economics, (2020)							
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	9. Y. Javed	; IUH Padda; W	Akram, An Aı	nalysis of Inclu	sive Growth for	r South		
					10-122, (2018),	[ISSN:		
		` '	N: 2414-8091] (N	,	moniore or F	on o: -		
				-	rrorism on Ec. 16 (4), 704-722,			
	_	561-8706] (Y)	i, i akistali Dusi	noss iteview, i	10 (1), 10 1 -122,	(2013)		
	_	- ' '	Health Human	Capital and Ed	conomic Develo	pment,		

- World Applied Sciences Journal, 32 (6), 1015-1023,(2014) [ISSN: 1818-4952]
- 12. Khan et al., Poverty-Environment Nexus: Use of Pesticide in Cotton Zone of Punjab, Pakistan. Journal of Sustainable Development, 4(3), 163-173, (2011) [ISSN: 1913-9063 (Print) 1913-9071 (Online)] (HEC Category Y)

Environment Economics

- 13. R Yasmeen, X Yao, IUH Padda, WUH Shah, W Jie, Exploring the role of solar energy and foreign direct investment for clean environment: Evidence from top 10 solar energy consuming countries, Renewable Energy 185, 147-158 (2022) (W-Category) (IF 8.634)
- 14. Yasmeen et al., The nexuses between carbon emissions, agriculture production efficiency, research and development, and government effectiveness: evidence from major agriculture-producing countries, Environmental Science and Pollution Research, 1-14 (2022) (W-Category) (IF 5.190)
- 15. R Yasmeen, IUH Padda, X Yao, WUH Shah, M Hafeez, Agriculture, forestry, and environmental sustainability: the role of institutions, Environment, Development and Sustainability 24 (6), 8722-8746 (2022) (W-Category) (IF 4 080)
- 16. R Yasmeen, R Tao, W Jie, IUH Padda, WUH Shah, The repercussions of business cycles on renewable & non-renewable energy consumption structure: Evidence from OECD countries, Renewable Energy 190, 572-583 (2022) (W-Category) (IF 8.634)
- 17. Shah, et al., Unraveling the role of China's OFDI, institutional difference and B&R policy on energy efficiency: a meta-frontier super-SBM approach, Environmental Science and Pollution Research, 1-19 (2022) (W-Category) (IF 5.190)
- 18. R Yasmeen, R Tao, WUH Shah, IUH Padda, C Tang, The nexuses between carbon emissions, agriculture production efficiency, research and development, and government effectiveness: evidence from major agriculture-producing countries, Environmental Science and Pollution Research, 1-14 (2022) (W-Category) (IF 5.190)
- 19. R Yasmeen, X Yao, IUH Padda, WUH Shah, W Jie, Exploring the role of solar energy and foreign direct investment for clean environment: Evidence from top 10 solar energy consuming countries, Renewable Energy, 185, 147-158(2) (2022) (W-Category) (IF 8.634)
- 20. Tandukar, H., Devkota, N., Khanal, G., Padda, I., Paudel, U., Bhandari, U., Adhikari, K., & Parajuli, S. (2021). An Empirical Study in Nepalese Commercial Bank's Performances on Green Banking: An Analysis from the Perspective of Bankers. *Quest Journal of Management and Social Sciences*, 3(1), 49-62. https://doi.org/10.3126/qjmss.v3i1.37591
- 21. X. Yao; R Yasmeen; IUH Padda; WUH Shah; MA Kamal, Inequalities by Energy Sources: An Assessment of Environmental Quality, Plos one 15 (3), e0230503 (2020) (W Category) (IF 3.752)
- 22. UH, Wasi; R. Yasmeen; IUH Padda, An Analysis between Financial Development, Institutions and Environment: A Global View, Environmental Science and Pollution Research 26 (21), 21437–21449 (2019) (W-Category) (IF 5.190)
- 23. Y. Xing, R. Yasmeen, Y. Li, M. Hafeez, IUH Padda, Free Trade Agreements and Environment for Sustainable Development: A Gravity Model Analysis,

- Sustainability, 11, 597, (2019); doi:10.3390/su11030597 (W Category) (IF 3.889)
- 24. IUH Padda; M. Asim, What Determines Compliance with Cleaner Production: An Appraisal of Tanning Industry at Sialkot, Pakistan, Journal of Environmental Science and Pollution Research, 26: 1733-1750, (2019) (W-Category) (IF 5.190)

Public Finance

- 25. Safdar, S. Khan, A., Padda, I. U., and Abid, M. (2022). Linkages among Institutions, Investment and Growth: The Case of Developing Countries. Bulletin of Business and Economics, 11(2), 350-361. https://doi.org/10.5281/zenodo.6792451
- 26. IUH Padda, S Safdar, A Khan, An Analysis of Macroeconomic Impacts of Fiscal Policy in Pakistan: A Structural Vector Auto-Regressive Approach, Forman Journal of Economic Studies 18 (1), 1-21 (2022) (HEC Category Y)
- 27. M Ashfaq; IUH Padda, Estimating the Optimal Level of Public Debt for Economic Growth: An Evidence from Pakistan, Quest Journal of Management and Social Sciences, 1 (2), 222-232 (2019)
- 28. F Safdar, IUH Padda, AY Javid, Can Fiscal Policy Influence Current Account Deficit in Pakistan?, NUML International Journal of Business & Management 15 (1), 68-81 (2020) (HEC Category Y)
- 29. S Khan, IH Padda (2021). The Impact of Fiscal Policy on Income Inequality: A Case Study of Pakistan, The Lahore Journal of Economics 26 (1), 57–84. (HEC Category Y)
- 30. Khan, S., & Khan, M. A. (2021). Impact of Goods and Services Tax (GST) on Income Inequality in Pakistan: A CGE Approach. Asia-Pacific Social Science Review, 21(3), 229-248. (HEC Category X)
- 31. IUH Padda; M. Khan; T. Khan, Impact of Government expenditures on human welfare: An empirical analysis for Pakistan, University of Wah Journal of Social Sciences, 1(1): 63-82, (2108) [ISSN: 2521-8905 (Print) ISSN: 2523-9449 (Online] (HEC Category Y)
- 32. F. Safdar, IUH Padda, Impact of Institutions on Budget Deficit: The Case of Pakistan, NUML, International Journal of Business and Management, 12 (1), 77-88. (2017) [ISSN: 2410-5392] (HEC Category Y)
- 33. M. Umer, IUH Padda, Linkage between Economic and Government Activities: Evidence for Wagner's Law from Pakistan, Pakistan Business Review 18 (3), 752-773, (2016) (HEC Category X)
- 34. Husnain, et. al., Public Expenditure, Taxes and Economic Development: An Empirical Analysis for Pakistan, Middle-East Journal of Scientific Research, 23 (11), 2756-2762, (2015) [ISSN: 1990-9233]
- 35. IUH Padda, On minimizing the welfare cost of fiscal policy: evidence from South Asia. Quality & Quantity, 48(3), 1553-1572,(2013) [ISSN: 0033-5177 (Print) 1573-7845 (Online)] (W Category) (IF 3.646)
- 36. Z Andlib, A Khan, IUH Padda, The Coordination of Fiscal and Monetary Policies in Pakistan (An Empirical Analysis 1975-2011). The Pakistan Development Review, 51 (4), 695-704, (2012). ISSN 0030-9729 (HEC Category X)
- 37. N Akram, SI Rais, IUH Padda, An Appraisal of Fiscal Decentralization in Pakistan. Journal of Economics and Economic Education Research, 12(2), 13-24,(2011) [ISSN: 1533-3604] (HEC Category Y)

- 38. Husnain et al., Public Spending, Foreign Direct Investment and Economic Growth: A Time Series Analysis for Pakistan (1975-2008). International Research Journal of Finance and Economics, Issue 61, 20-28, (2011) [ISSN: 1450-2887] (HEC Category Y)
- 39. IUH Padda, Fiscal Policy of Sri Lanka, Past and Future. Journal of Economics and Economic Education Research, 12(3), 73-90,(2011) [ISSN: 1533-3604] (HEC Category Y)
- 40. N Akram, IUH Padda, M Khan, IU Husnain, Fiscal Situation in Pakistan and its Consequences for Economic Growth and Poverty. American International Journal of Contemporary Research, 1(1), 94-111, (2011) [ISSN 2162-139X (Print), ISSN 2162-142X (Online)] (HEC Category Y)
- 41. IUH Padda, Decomposition of Expenditure Rate Series into Permanent and Transitory Parts, European Journal of Scientific Research, (2011)[ISSN: 1450-216X / 1450-202X] (HEC Category Y)
- 42. N Akram, IUH Padda, SI Rais, Effectiveness of Monetary and Fiscal Policies in Determination of Inflation in Pakistan, J-SAPS, 1(2), 57-77, (2011)
- 43. N Akram, SI Rais, IUH Padda, Synthesis of the Fiscal and Monetary Policies in Price Level Determination: Evidence from Pakistan, Pakistan Journal of Applied Economics, 20(1&2), (2010) [ISSN: 0254-9204] (HEC Category Y)
- 44. IUH Padda, N Akram, Fiscal Policy and Growth Nexus: Scenario of Developing Economies. The Empirical Economics Letters, 9(4), 405-412, (2010) [ISSN: 1681-8997]
- 45. IUH Padda, On Minimizing the Welfare Cost of Fiscal Policy: Pakistan's Case. Pakistan Journal of Applied Economics, 20(1&2), 77-99, (2010) [ISSN: 0254-9204] (HEC Category Y)
- 46. IUH Padda, N Akram, The Impact of Tax Policies on Economic Growth: Evidence from Asian Economies. The Pakistan Development Review, 48(4), 961-971, (2009) [ISSN: 0030-9729] (HEC Category X)
- 47. N Akram, IUH Padda, M Khan, The Long Term Impact of Health on Economic Growth in Pakistan. The Pakistan Development Review, 47(4), 487–500, (2008) [ISSN: 0030-9729] (HEC Category X)

Trade

- 48. WUH Shah, H Yan, G Hao, R Yasmeen, IUH Padda, A Ullah, The impact of trade, financial development and government integrity on energy efficiency: An analysis from G7-Countries, Energy, 124507 (2022) (HEC Category W) (IF 8.857)
- 49. A. Mustafa, IUH Padda, S Safdar, Estimating the Impact of Technical Barriers to Trade in WTO Regime: The Case of Pakistan, NUST Journal of Social Sciences and Humanities, 6(2), 194-218 (2020) (HEC Category Y)
- 50. A. Mustafa, S Mukhtar, IUH Padda, S Safdar, WTO Agreements on SPS and TBT: Implications for Imports of South Asia Asian, Journal of International Peace & Security 4(1), 259-274 (2020) (HEC Category Y)
- 51. R. Yasmeen; IUH Padda, University of Wah Journal of Social Sciences, 1(2): (2109) [ISSN: 2521-8905 (Print) ISSN: 2523-9449 (Online] (HEC Category Y)
- 52. R. Yasmeen; M. Hafeez; IUH Padda, Trade Balance and Terms of Trade Relationship: Evidence from Pakistan, Pakistan Journal of Applied Economics, 28(2), (173-188), (2018) [ISSN: 0254-9204] (HEC Category X)

Miscellaneous

53. Shah, et al., A cross-country efficiency and productivity evaluation of commercial banks in South Asia: A meta-frontier and Malmquist productivity index approach, Plos one 17 (4), e0265349 (2022) (W Category) (IF 3.752) 54. S Anwar, S. Safdar, IUH Padda, Is There a Role of Human Capital in Monetary Aggregate - Evidence from South Asian Countries, Ad Alta: Journal of Interdisciplinary Research, 10(2 Special XII), 41-50 (2020) (HEC Category Y) 55. A. Hameed, IUH Padda, A Salam, Estimation of Productivity and Efficiency of Cotton Farmers: A Case Study of District Dera Ghazi Khan, Business & Economic Review, 6 (2), 1-15 (2014) (HEC Category Y) 56. MA Dahar, IUH Padda, Equality of Per-Student Resource Allocation Leads to the Optimal Usage of Resource Inputs and the Higher Quality: A Study of the Punjab Education System. European Journal of Scientific Research, 100(1), 22-35, (2013) [ISSN: 1450-216X / 1450-202X] 1. A Hameed, IUH Padda, Measuring Child Poverty of Balochistan, 32th AGM Conference and conference of the PSDE, PIDE, Pakistan (2017) & Seminar A Hameed, IUH Padda, MA Dhar, Micro-supply capacity assessment and **Presentations** quality of education for the public sector schools in Punjab, Pakistan, International Conference on Research and Practices in Education by Allama Iqbal Open University, (2017) 3. A Hameed, IUH Padda, Estimating Poverty Level and Sustainable Development in Rural Pakistan, Nineteenth Sustainable Development Conference, Sustainable Development Policy Institute, Islamabad (2016) 4. R Ahmed, IUH Padda, A Salman, A Temporal Analysis of Economic Growth and its Determinants in Pakistan, 1st International Conference on Business, Economics, & Education Management, IBA Sukkur (2016) 5. M Faizan, IUH Padda, R Ahmed, An Analysis of Factors Affecting Food Security in District Nowshera, 1st International Conference on Business, Economics, & Education Management, IBA Sukkur (2016) 6. A Hameed, IUH Padda, S Karim, Multidimensional Poverty Mapping for Rural Pakistan, 1st International Conference on Business, Economics, & Education Management, IBA Sukkur (2016) 7. Muhammad Asim, IUH Padda, Efficiency Wage Hypothesis: The Case Study of Sialkot Football Industry, 1st International Conference on Emerging Issues in Management and Economics, Baluchistan University of Information Technology, Engineering and Management Sciences, 1st-2nd November, 2013 8. Z Andlib, A Khan, IUH Padda, The Coordination of Fiscal and Monetary Policies in Pakistan (An Empirical Analysis, (1975-2011), 27th AGM and conference of the PSDE, PIDE, Pakistan (2012) 9. IUH Padda, N Akram, The Impact of Tax Policies on Economic Growth: Evidence from Asian Economies, The Silver Jubilee AGM and conference of the PSDE, PIDE, Pakistan (16th-18th March, 2010) 10. N Akram, IUH Padda, M Khan, The Long-Term Impact of Health on Economic Growth in Pakistan, 24th AGM and conference of the PSDE, PIDE, Pakistan (31st March-2nd April, 2009) Assessing farmer's Pesticide Safety Knowledge in cotton growing area of Punjab, Working Pakistan," MPRA Paper No. 16220, University Library of Munich, Germany. **Papers** (2009)**Trainings** Workshop on Outcome Based Education, May 16, 2018, at Federal Urdu

and Workshops

- University of Arts, Science and Technology, Islamabad
- Winter School in Research Methods, February 28 March 3, 2016, Kathmandu, Nepal
- 30th Research and Training Workshop, June 29- July 3, 2015, Waikkal, Negombo, Sri Lanka
- 29th Research and Training Workshop, December 7-11, 2014, South Asian Network for Development and Environmental Economics, Kathmandu, Nepal
- Program Evaluation Course, December 4-6, 2014) South Asian Network for Development and Environmental Economics, Kathmandu, Nepal
- 28th Biannual Research and Training Workshop (June 16-20, 2014), South Asian Network for Development and Environmental Economics, Thimpu, Bhutan
- 27th Research and Training Workshop, December 10-14, 2013, South Asian Network for Development and Environmental Economics, Kathmandu, Nepal
- Summer School In Environment and Resource Economics, April 29 May 16, 2013, South Asian Network for Development and Environmental Economics, Sarinakharinwirot University, Bangkok, Thailand
- Research and Writing Workshop, March 6-9, 2013, South Asian Network for Development and Environmental Economics, LUMS, Lahore, Pakistan
- Analysis of Research Data Using SPSS, March 24-28, 2012, Faculty Development Academy, COMSATS, Islamabad, Pakistan

Contribution in Research Projects

- . The Impact of CPEC on Bilateral Trade between China and Pakistan, Funded by Centre of Excellence-CPEC, (2017-2018), (Principal Investigator)
- 2. Compliance with Cleaner Production: An Appraisal for Tanning Industry, Sialkot Pakistan, Funded by South Asian Network for Development and Environmental Economics (SANDEE), (2014-2015) (Principal Investigator)
- 3. Investigating the Linkages between Growth, Inequality and Poverty, Funded by *Higher Education Commission of Pakistan, (Co-PI with Syed Nawab Haider Naqvi)* (2011-2012)
- 4. The Contribution of Health and Education on Economic Growth of Pakistan (from February 2008-June 2009) Funded by *Higher Education Commission of Pakistan* (With Prof. Dr Ather Hussain Akbri as RA, Saint Mary's University, Halifax, Canada at FUUAST, Islamabad, Pakistan), (2008-2009)

Trainings and Workshops

Organized Trainings, Workshops and Seminars

- 1. "Use of AMOS in Economics" on April 5, 2019 at Federal Urdu University of Arts, Science and Technology, Islamabad
- 2. "Use of Stata for Survey Data" on November 1-3, 2018 at Federal Urdu University of Arts, Science and Technology, Islamabad
- 3. "Use of Eviews in Economics" on April 28-29, 2018 at Federal Urdu University of Arts, Science and Technology, Islamabad

Seminars

- 1. One day Seminar on "Positive and Negative Perceptions in University Students: Causes and Consequences", Resource Persons: Dr Ihtsham Ul Haq, Dr Aurangzeb and Professor Dr Muhammad Mansoor Ahmad on July 8, 2019 at Federal Urdu University of Arts, Science and Technology, Islamabad
- 2. International Seminar on "Career Development and Educational Planning" Resource Persons: Dr Ihtsham Ul Haq HoD Economics, FUUAST and Ajaz Ahmad, PhD Fellow, Durham University, United Kingdom, on April 17, 2019 at Federal Urdu University of Arts, Science and Technology, Islamabad
- 3. International Seminar on "Multidimensional Wellbeing", Resource Persons: Dr.

	Radek Tadeusz Biernacki, Director Faculty of Finis Terrae University of Chile and		
	Dr Nisar Hamdani, Director Kashmir Institute of Economics, on July 19, 2018 a		
	Federal Urdu University of Arts, Science and Technology, Islamabad		
Member of	1. Editor, Journal of Economic Sciences		
the Editorial			
Boards and	2. Journal of Economics and Economic Education Research (JEEER), USA		
Advisory	3. University of Wah Journal of Social Sciences, Pakistan		
Committee	4. Quest Journal of Management and Social Sciences, Nepal		
	Journal of Cleaner Production		
Reviewer of	2. Environment, Development and Sustainability		
Journals	3. PLOS ONE		
	4. Forman Journal of Economic Studies		
	5. Bulletin of Business and Economics (BBE)		
	6. Humanities and Social Sciences Communications		
	1. University of Wah		
Member	2. National University of Modern Languages		
Boards of	3. Federal Urdu University of Arts, Science and Technology		
Faculties and			
Studies			
	• Professor Dr Syed Nawab Haider Naqvi (Sitara-a-Imtiaz), (Ex-Director PIDE),		
References	HEC Distinguished Professor, Ex-Director General, Federal Urdu University of		
	Arts, Science and Technology Islamabad, Pakistan		
	• Professor of Economics, Dr Abdul Salam, (Ex-Chairman Prices Commission),		
	University of Punjab, Lahore		
	• Professor Abdul Saboor, Dean, Faculty of Social Sciences, Professor/Chairman,		
	Department of Economics, PMAS Arid Agriculture University, Rawalpindi,		
	Pakistan		
	• Professor Waqar Akram, Professor of Economics, Department of Business		
	Administration, Sukkur IBA University, Sukkur, Pakistan		