



Dr. Abdul Raziq

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Google Scholar Citations: <https://scholar.google.com/citations?user=VrEXTh8AAAAJ>

ACADEMIC QUALIFICATIONS:

Ph.D (Small & Medium Size Enterprises) (2012)

Exploring High Performance Management Practices and their Impact upon
Sustainability of Small & Medium Size Enterprises in Pakistan
University of Southern Queensland, Australia

Master of Science with Distinction (2006)

BUIITEMS Quetta Pakistan

Master of Business Administration (2002)

University of Azad Jammu & Kashmir Muzafarabad Pakistan

Bachelor of Business Administration with Distinction (2000)

University of Azad Jammu & Kashmir Muzafarabad Pakistan

ACADEMICS / PROFESSIONAL EXPERIENCE

- Currently working as a **Professor** in the Faculty of Management Sciences, BUIITEMS, Pakistan from October 08, 2002 to date.
- Currently working as a **Guest Professor** in the Faculty of Business & Management, **UCSI University Malaysia** from 1st September 2024 to date.
- Working as a **Co-researcher in UCSI University Excellence & Innovation Grant (REIG) Malaysia Titled** 'Sustainable Supply Chains in the Digital Age: Data-Driven Supply Chain and Artificial Intelligence from 1st June 2024 to 31st

May 2026.

- Worked as a **Dean** in the Faculty of Management Sciences, BUIITEMS, Pakistan from October 02, 2022 to October 16, 2024.
- Worked as a **Director Finance** BUIITEMS, Pakistan from May 10, 2022 to November 23, 2023.
- Worked as a **Registrar** University of Loralai, Balochistan, Pakistan from November 24, 2020 to December 30, 2021.
- Worked as a **Dean**- Faculty of Arts, Basic & Management Sciences, University of Loralai, Balochistan, Pakistan from July 13, 2020 to February 23, 2021.
- Worked as a **Dean**- Faculty of Arts, Basic & Management Sciences, University of Loralai, Balochistan, Pakistan from November, 2021 to December 3, 2021
- Worked as a **Professor**- Faculty of Management Sciences, Bahria University Karachi Pakistan, from January 14, 2020 to June 30, 2020.
- Worked as a **Professor**- Faculty of Business Administration, Iqra University Karachi Pakistan, from June 13, 2019 to January 13, 2020.
- Worked as a **Dean**- Faculty of Business Administration, Iqra University Karachi Pakistan, from February 13, 2019 to June 12, 2019.
- Worked as a **Cluster Head** Faculty of Business Administration, Iqra University Karachi Pakistan, from January 17, 2019 to January 13, 2020.
- Worked as a **Professor**- Faculty of Management Sciences, BUIITEMS, from December, 26, 2017 to January 16, 2019.
- Worked as **Dean Graduate Studies**, BUIITEMS, from September 26, 2014 to February 11, 2015.
- Worked as **Dean - Faculty of Management Sciences**, BUIITEMS, from October 15, 2012 to September 25, 2014.
- Organized a conference (**as a Conference Chair**) 1st International Conference on Emerging issues in Management and Economics held on November 01-02, 2013 at Serena Hotel Quetta Pakistan.
- Worked as a **Coordinator** in Australian Leadership award Fellowship program at University of Southern Queensland Australia from November 11 to November 29, 2013
- Worked as a **Team member** (organizer) in Australian Leadership award Fellowship program at University of Southern Queensland Australia from July 2012 to September 2012.

- Worked as an **Assistant Professor** in the Department of Management Sciences BUIITEMS, from October 2007 to 2013.
- Worked as a **Lecturer** in the Department of Management Sciences BUIITEMS, from October 2002 to 2007.

TAUGHT COURSES:

Leadership & organizational change, Strategic Management, International HRM, Services Marketing, Corporate Entrepreneurship & Innovation, Entrepreneurship, Multivariate Data Analysis, Quantitative Research, SME Management, Principles of Management, Human Resource Management, Training & Development, Corporate Ethics & Social Responsibility, Financial Management, Business Finance, Principles of Marketing, Seminar In Marketing, Strategic Marketing Seminar In Finance, Financial Markets, Financial Accounting, Business Mathematics, and Advance Research Methods.

RESEARCH STUDENTS SUPERVISION

Currently supervising **three PhD** Students
 Supervised two **PhD** students as a Principal Supervisor
 Supervised **Ten MS** theses as a Principal Supervisor

REVIEWER/EXAMINER/APPROVED SUPERVISOR

- **HEC Approved Supervisor**
- **Reviewer** of Asia Pacific Journal of Public Health (**Impact Factor**)
- **Reviewer** of the Journal of Management Sciences
- **Reviewer** of 5th World Conference on Business, Economics and Management, 12-14 May 2016, Majesty Mirage Park Resort Hotel, Kemer - Antalya, **Turkey, (ISI indexed)**
- **Examiner** of Federal Public Service Commission Islamabad.
- **Examined** several Theses of different universities across the country

TRAININGS/SEMINARS /SESSION CHAIRED

- **Chaired Session** at the 2nd International Conference on Business & Technological Trends on February, 03-04, 2021 at Faculty of Business Administration University of Karachi.
- Participated as a **Keynote Speaker** in the 1st International Research Conference on Business Management and Computer Technology held on **February 8th & 9th 2020** at SZABIST Larkana **Pakistan**.
- Participated as a **Keynote Speaker** in the 3rd Padang International Conference on Education, Economics, Business and Accounting: Competitive Advantage through Sustainable Innovation in the IR 4.0 on June 15-16, 2019 at Faculty of

Economics State University of Padang, **Indonesia**.

- **Chaired Session** at the 3rd Padang International Conference on Education, Economics, Business and Accounting: Competitive Advantage through Sustainable Innovation in the IR 4.0 on June 15-16, 2019 at Faculty of Economics State University of Padang, **Indonesia**.
- Participated as **Resource Person** in the BUIITEMS Teachers Training Program held on February 26- March 26, 2018 at BUIITEMS Takatu Campus.
- Participated as **Keynote Speaker** in the International Conference on Emerging issues in Management held on January 08-09, 2018 at IQRA University, Karachi, Pakistan
- **Chaired session** at International Conference on Emerging issues in Management held on January 08-09, 2018 at IQRA University, Karachi, Pakistan
- Attended **EFMD** (European Foundation for Management Development) training at **University of Bologna Italy** held on November 28- December 01, 2017.
- Participated as **Keynote Speaker** in the International Conference on Emerging issues in Management held on May 21-22, 2017 at IQRA University, Karachi, Pakistan
- **Chaired session** at International Conference on Emerging issues in Management held on May 21-22, 2017 at IQRA University, Karachi, Pakistan
- Participated as **Resource Person** in the 4th Deans and Directors Conference 2017 held on 07-08th Feb, 2017 at Serena Hotel Islamabad organized by National Business Accreditation Council (NBEAC) **HEC Pakistan**.
- Participated in three days „Accreditation Process Review Workshop” held on 15- 17th August, 2016 at NBEAC Secretariat, HEC Islamabad.
- Participated as **Panelist** in the International Conference on Strengthening Business Schools through Partnerships 3rd Deans and Directors Conference 2016 held on 17th -18th Feb, 2016 at Pearl Continental , Lahore Pakistan organized by **HEC Pakistan**.
- Participated in two day training workshop as a **Trainer** on SPSS and STATA held on November 19th – 20th 2015, at BUIITEMS Quetta in collaboration with CYMMIT.

- **Chaired session** at 2nd International Conference on Emerging issues in Management and Economics held on October 09-10, 2015 at **BUIITEMS** Quetta Pakistan.
- **Chaired session** at 2nd Global Conference on Business, Economics, Management and Tourism 30-31 October 2014, held on 30-31 October 2014, at Top Hotel **Prague - Czech Republic** .
- Participated in a one day (May 04, 2007) workshop on “**Current Status and Prospects of Research in Management**” organized by Faculty of Management Sciences, International Islamic University Pakistan.
- Attended a 3- day (1st, 2nd and 3rd Feb, 2006) postgraduate short course on: **Financial Management for Engineers and Technocrats**, organized by NED University of Engineering & Technology, Karachi Pakistan, the Center for Continuing Engineering Education.

AWARDS RECEIVED

- Received award as **Keynote Speaker** in the 3rd Padang International Conference on Education, Economics, Business and Accounting: Competitive Advantage through Sustainable Innovation in the IR 4.0 on June 15-16, 2019 at Faculty of Economics State University of Padang, **Indonesia**.
- Received award as **Keynote Speaker** in the International Conference on Emerging issues in Management held on January 08-09, 2018 at IQRA University, Karachi, Pakistan. Received award as **Keynote Speaker** in the International Conference on Emerging issues in Management held on May 21-22, 2017 at IQRA University, Karachi, Pakistan
- Received award as **Resource Person** in the 4th Deans and Directors Conference 2017 held on 07-08th Feb, 2017 at Serena Hotel Islamabad organized by National Business Accreditation Council (NBEAC) **HEC Pakistan**.
- Received award for participating as **Panelist** of the International Conference on Strengthening Business Schools through Partnerships 3rd Deans and Directors Conference 2016 held on 17th -18th Feb 2016 at Pearl Continental , Lahore Pakistan organized by **HEC Pakistan**.
- Received award of **BUIITEMS funded research project** Titled, „Exploring Social and Environmental Sustainability practices and their impact upon the performance of SMEs in Pakistan“ on January 16, 2015.
- Received award of **BUIITEMS funded research project** Titled, „Exploring strategic management practices and their impact upon the performance of SMEs in Pakistan“ on January 16, 2015.

- Received “**Best Ph.D Student Paper Award**” at „Annual International Conference on Innovation and Entrepreneurship (IE 2011)“- held in Hotel Fort Canning, **Singapore** on 25th – 26th of July 2011.
- Secured **third position** and won prize at Work in Progress presentations of PhD students at University of Southern Queensland **Australia** held on 2011
- Received “**Best University Teacher Award - 2006**” from Higher Education Commission, of Pakistans
- Received “**Gold Medal**” by securing first class first position in MS
- Received “**Gold Medal**” by securing first class first position in BBA.
- Received “**Best Teacher Award**” in the year 2006 from BUIITEMS Quetta Pakistan
- Received “**Best Teacher Award**” in the year 2005 from BUIITEMS Quetta Pakistan
- Received “**Best Performance Award**” in the year 2005 from BUIITEMS Quetta Pakistan.



MEMBERSHIP

- Member of **National Business Accreditation Council (NBEAC) HEC** Pakistan.
- Member of **Eligibility Screening Committee-** National Business Accreditation Council (NBEAC) HEC Pakistan.
- Senior reviewer of the **Business Education Accreditation team (NBEAC) HEC** Pakistan.
- Subject specialist of **HEC** for issuing **NOC for launching MS Management Sciences**
- Member of the **Sub- Committee of Business Education Accreditation Council (NBEAC) Higher Education Commission (HEC) Pakistan.**
- Member of „**Curriculum Revision Committee- Business Education, HEC** Pakistan.
- Member of **Academic Council**“, University of Loralai Pakistan.
- Member of **Advanced Studies and Research Board**“, University of Loralai Pakistan.

- Member of **Board of Studies** – Faculty of Management Sciences, University of Loralai Pakistan.
- Ex-member of „**Advanced Studies and Research Board**“ BUIITEMS Pakistan.
- Member of **Selection Board**- Faculty of Management Sciences, SBK Women University Quetta Pakistan.
- Member of **Advanced Studies and Research Board**“, SBK Women University Quetta Pakistan.
- Member of **Board of Studies** – Faculty of Management Sciences, SBK Women University Quetta Pakistan.
- Ex-member of „**Advanced Studies and Research Board**“ BUIITEMS Pakistan.
- Ex-member of „**Board of Studies**“- Department of Management Sciences BUIITEMS
- Ex-member of „**Board of Faculty**“- Faculty of Management Sciences BUIITEMS Pakistan.
- Ex-member of „**Research Committee**“- Department of Management Sciences BUIITEMS Pakistan.
- Ex-member of „**Library Committee**“ BUIITEMS Pakistan.
- Secretary **University of Southern Queensland, Australia** Alumni chapter Pakistan.

JOURNAL ARTICLES

Nazneen N., **Raziq**, A., Tarique R. M., Khan, M., R. (2024). Barriers to Adaptation of Environmental Sustainability in SMEs: A Qualitative Study. *PLoS ONE*, 19(5) 1-22 . [SSCI IF 3.04; Scopus Q1].

Gul, I., **Raziq**, A., & Khan, M. R. (2024). Towards Sustainable Supply Chains With Blockchain. In *Achieving Secure and Transparent Supply Chains With Blockchain Technology* (pp. 18-37). IGI Global.

Kakar, A. S., & **Raziq**, A. et al. (2023). Person-organization fit and turnover intention: The mediating role of need-supply fit and demand-ability fit. *Global Business and Organizational Excellence*, 1-18 [Scopus].

Imran, M., **Raziq**, A., Mujtaba, H., & Saleem, N. (2020). Business Network Moderating the Relationship Between Total Quality Management and Export Market Orientation: Evidence from Furniture Industry of Pakistan. *South Asian Journal of Management Sciences*. 14(1) 43-60

Sumayya, U., & **Raziq**, A. (2020). The impact of Age, Working Tenure, and Performance on the Fair Appraisal Practices of Pakistani listed Commercial Banks. *Journal of Critical Reviews* 7(13) [Scopus].

- Zaman, N., Bibi, Z., Rehman, S., & **Raziq**, A. (2020). Manualizing Factor Analysis of Likert Scale Data. *Journal of Management Sciences*, 7 (2) 56-67.
- Amen, U., & **Raziq**, A. (2020). Dimensions of Workplace Spirituality and organizational Citizenship behavior with the mediating Role of Job Satisfaction. *Journal of Critical Reviews*.7 (19), 3198-3208 [Scopus].
- Sumayya, U., & **Raziq**, A. (2019). Fair Performance Appraisal System and Employee Satisfaction: The Mediating Role of Trust in Supervisor and Perceived Organizational Politics. *Polish Journal of Management Studies*, 19 (1) [Scopus & WoS].
- Hassan, N., & **Raziq**, A. (2019) Effects of Knowledge Management Practices on Innovation in SMEs. *Management Science Letters* 9 (7), 997-1008 [Scopus].
- Amen, U., & **Raziq**, A. (2019). Impact of Workplace Spirituality on Organizational Commitment with Mediating Effect of Job Satisfaction: A Case Study on Higher Education Sector. *Global Management Journal for Academic & Corporate Studiess*,9 (1), 26-38.
- Mohammad, A., & **Raziq**, A. (2019). Exploring Environmental Sustainability Practices in Pakistani SMEs”*Journal of Independent Studies and Research* 17(2), 17-34.
- Baksh, R., & **Raziq**, A. (2018). Relationship between Servant Leadership and Subjective Well-Being: Evidence from Manufacturing and Services based SMEs in Pakistan. *Journal of Management Sciences* 5(1), 62-85.
- Dar, M. S., Ahmed, S., & **Raziq**, A. (2017). Small and Medium-Size Enterprises in Pakistan: Definition and Critical Issues. *Pakistan Business Review*, 19(1), 46-70.
- Khan, N. R., Haq, M. A., Ghouri, A. M., **Raziq**, A., & Moiz, S. M. (2017). Adaptation of RFID technology in business supply chain success: Empirical findings from a developing country logistic industry. *Quality-Access to Success* 18(160) 93-99.
- Khokher, N. A., & **Raziq**, A. (2017). Developing a Conceptual Link between Talent Management Practices and Employee’s Subjective Wellbeing. *City University Research Journal*, 7(2), 203-18.
- Khokher, N. A., & **Raziq**, A. (2017). The Relationship between Salary Packages and Employee’s Subjective Wellbeing. Evidence from Servicebased SMEs in Pakistan. *Sukkur IBA Journal of Management and Business* 4(1), 64-81.
- Khokher, N. A., & **Raziq**, A. (2017).The relationship between Employee Empowerment and Subjective Wellbeing: Evidence from Service-based SMEs in Pakistan. *Lahore Journal of Business*, 5(2), 81-99.
- Hassan, N., & **Raziq**, A. (2016). Impact of Transformational leadership on Equity sensitivity. *BUIITEMS Journal of Social Sciences and Humanities* 2(1), 21-37.
- Raziq**, A., & Wiesner (2016). High Performance Management Practices and Sustainability of SMEs. Evidence from Manufacturing and Services-based industries in Pakistan. *Journal of Management Sciences*, 3(2), 83-107.
- Kakar, P., **Raziq**, A., & Khan, F. (2015). Impact of Human Resource Management Practices on Employee Retention: A Case of Banking Sector in Quetta Balochistan. *Journal of Management Info*, 5(1), 97-119.

- Raziq, A., & S.M.Khair.** (2015). Exploring Training & Development practices in Pakistani SMEs. *BUIITEMS Journal of Social Sciences*, 1(1), 46-56.
- Khair, S. M., **Raziq, A.**, Wadood, A., & Iqbal, J. (2015). Estimating wheat productivity function under capricious irrigation sources: an evidence from the upland Balochistan. *BUIITEMS Journal of Social Science*, 1(1), 25-35.
- Raziq, A., Shaikh, A.** (2015). Exploring Recruitment & Selection Practices in Pakistani SMEs. *International Journal of Basic and Applied Sciences*, 4(1), 102-108
- Shaikh, A., **Raziq, A.**, Muhammad, J., & Brohi, M. (2015). Formulation of low level heuristics. *International Journal of Basic and Applied Sciences*, 4(1), 44-50
- Raziq, R. Baksh** (2015) The Impact of Working Environment on Job Satisfaction. *Procedia Economics & Finance Journal* 23 (2015) 717 – 725
- Baksh, R., **Raziq, A.** (2015) Development of Conceptual Link between Servant Leadership & Employee Subjective Well-Being. *Journal of Applied and Emerging Sciences* 4(2) , 157-168.
- Raziq,** (2014) The relationship between Firm Size and High Performance Management Practices in Pakistani SMEs. *Indian Journal of Commerce and Management Studies* 5(2), 27-36.
- Raziq, A., Ahmad, M., & Tahir, A.** (2014). An Assessment of Organizational Commitment: A Case Study of BUIITEMS, Quetta. *Journal of Business Strategies*, 8(1), 89-99.
- Raziq,** (2014) Strategic Planning and High Performance Management Practices in Pakistani SMEs. *Management & Marketing* 12(2), 123-132
- Raziq,** (2013) High Performance Management Practices : Definition and Measurement. *Journal of Applied and Emerging Sciences* 3(2), 168-176.
- Azhar, U, Mohsin H, **Raziq,** (2013) Exploring the linkages between population growth and Economic growth for south Asian countries. *Journal of Applied and Emerging Sciences* 3(2) , 126-132.

CONFERENCE PAPERS

- Raziq, A.,(2018). **Exploring Consultaion/Participative participative practices in Pakistani SMEs.** Paper presented at *International Conference on Emerging issues in Management* held on January 08-09, 2018 at IQRA University, Karachi, Pakistan.
- Raziq, A., & Khokher, N. A. (2017). **The Relationship between Salary Packages and Employee"s Subjective Wellbeing. Evidence from Servicebased SMEs in Pakistan.** Paper presented at *International Conference on Emerging issues in Management* held on May 21-22, 2017 at IQRA University, Karachi, Pakistan
- Baksh, R., Raziq, A. (2016) **The Relationship between Servant Leadership and Affective Dimension of Subjective Well-being: paper presented** at *"International Conference on Innovation and Emerging Trends in Business Management"* ICIEBM-2016 held on 4th- 5th June

2016 at Iqra University Karachi, Pakistan

Khokher, N. A., & Raziq, A. (2016). **Relationship between Talent Management Practices and Employee's Subjective Wellbeing of Service Based SMEs of Balochistan**. Paper presented at 1st International Conference on Social Sciences held on April 26-27, 2016 at SBK Women University, Quetta Pakistan.

Khokher, N. A., & Raziq, A. (2015). **Developing a Conceptual Link between Talent Management Practices and Employee's Subjective Wellbeing**. Paper presented at 2nd International Conference on Emerging issues in Management and Economics held on October 09-10, 2015 at BUIITEMS Quetta Pakistan.

Raziq, A. and R. Baksh (2014) **The Impact of Working Environment on Job Satisfaction**. Paper presented at 2nd Global Conference on Business, Economics, Management and Tourism 30-31 October 2014, held on 30-31 October 2014, at Top Hotel Prague - **Czech Republic**

Raziq, A. (2013) **High Performance Management Practices and Sustainability of SMEs**. Evidence from manufacturing and service-based industries in Pakistan. Paper presented at Sustainability Conference 2013, Albany Campus, Massey University Auckland **New Zealand** on 13th – 15th November 2013.

Raziq, A. and N. Khan (2013) **The relationship between contextual characteristics and High performance management practices and sustainability of SMEs**. Paper presented at 1st International Conference on Emerging issues in Management and Economics held on November 01-02, 2013 at Serena Hotel Quetta Pakistan.

Raziq, A. and R. Wiesner (2011), **High Performance Management Practices in Pakistani SMEs**. Proceeding of Annual International Conference on Innovation and Entrepreneurship (IE 2011)"- **Singapore** on 25th – 26th of July 2011.

Raziq, A. (2011) **High Performance Management Practices in Manufacturing and Service-based SMEs. A Comparative Study**. Proceeding of 24th Annual SEAANZ Conference" **Australia** Technology Park Sydney on 13th, 14th and 15th of July 2011

Raziq, A. and A. Tahir. (2008) **Relationship between organizational physical environment & employee commitment: an organizational perspective of public and private sector organizations in Balochistan Pakistan**, Proceeding of 1st Terengganu International Business and Economics Conference 2008 (TiBEC08), **Malaysia** on November 26 - 28, 2008.

Raziq, A. and A. Tahir (2007), **An Assessment of Organizational Commitment: A case of BUIITEMS Pakistan**, Proceeding of 10th National Research Conference on Computer, Management and Social Sciences & Economics, SZABIST Karachi Pakistan on December 15, 2007.

REFERENCES

Prof. Retha Wiesner

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