

# DR. SAYYED SADAQAT HUSSAIN SHAH

shah.sadaqat@gmail.com • 00923334453189

- <https://www.linkedin.com/in/dr-sayyed-sadaqat-hussain-shah-19189922/>

- Lahore, Punjab, Pakistan
- orcid.org/0000-0001-5158-1683



## Assistant Professor | Research Fellow | Financial Analyst

Versatile and accomplished academic professional with 15+ years of success in Management and Commerce & Finance Education, adeptly delivering courses in Business Studies, Accounts, and Finance, while consistently providing an enriching learning experience. Extensive experience in mentoring and supervising research projects, driving impactful contributions to knowledge exchange within the education sector.

- ▶ **Expertise in contributing to research and publication** in Commerce and Finance, enhancing the department's reputation.
- ▶ **Proven ability to foster inclusive and supportive classroom** environment, facilitating students' academic and personal growth.
- ▶ **Committed to advancing research and knowledge exchange**, ensuring academic excellence.
- ▶ **Adaptable and resourceful, actively involved in curriculum development** and academic leadership. Collaborative nature, evidenced by successful cross-disciplinary initiatives.

## Core Competencies

Educational Assessment, Course Design, Educational Psychology, Online Teaching & Learning, Research Methodology  
Research Ethics Review, Manuscript Editing, Classroom Assessment Techniques, Experimental Analysis Software  
Instructional Design, Educational Policy Analysis, Educational Program Evaluation, Pedagogical Research Data  
Visualization, Grant Management, Literature Synthesis, Research Funding Proposal Writing

**Tools & Technologies:** Stata 18, Smart PLS, MPlus, NVIVO 20, R, Power BI, Microsoft Office Suite, Other Statistical Tools

**Language:** English (C1), Urdu (C2), Chinese (A1), Arabic (A1)

## Education & Certifications

**Ph.D. in Business Administration & Behavioral Finance**, Huazhong University of Science and Technology (HUST), P.R. China, 2019

**Master of Philosophy (M.Phil.) Commerce**, Minhaj University, Pakistan, 2013

**Master of Commerce (M. Com) Finance**, University of Punjab, Hailey College of Commerce, 2008

**Certified in Research Data Management**, Elsevier Asia Pacific, 2022

**Certified in CLA: Programming Essentials in C, C++** Institute Authorized Academy Program, 2022

**Certified in Get Connected Course / Introduction to IoT Course / Introduction to Cybersecurity / Cybersecurity Essentials**, Cisco Networking Academy, 2022

## Professional Experience

### Government College University Lahore – Lahore, Pakistan

2019 to 2023

### Assistant Professor and Head of Department, Commerce and Finance

2025 to Cont.

- Render expertise in Departmental Administration, teaching and supervising research in Business Studies, Accounts, and Finance courses while excelling in administrative responsibilities in the education sector.
- Implement innovative teaching methodologies and integrated real-world examples to enhance students' understanding of complex financial concepts.
- Publish influential research papers in reputable journals, establishing a strong presence in the academic community and contributing to the field of Commerce and Finance.
- Collaborate with faculty members to design and develop a new curriculum that aligns with industry trends and equips students with practical skills for successful careers in the financial sector.

## National College of Business Administration & Economics – Lahore, Pakistan Lecturer,

2012 to 2019

### Management Science Subject

- Delivered diverse Finance and Management Science courses, including Financial Modelling, Financial Management, Investment Analysis & Portfolio Management, and more, enriching the education sector's learning experience.
- Fostered an inclusive classroom, utilizing modern techniques and research-backed content to engage Finance and Management Science students. Provided mentorship, encouraging research projects and extracurricular involvement.
- Prepared lectures on Business Taxation management, Production and Operation Management, and Management Information Systems.
- Assessed student performance fairly and objectively, providing constructive feedback to promote continuous improvement and academic success.

## Lahore College of Commerce – Lahore, Pakistan Principal,

2009 to 2011

### Management

- Spearheaded the advancement of research and knowledge exchange within the College, driving impactful leadership initiatives to foster educational excellence in the education sector.
- Successfully curated and delivered high-quality undergraduate and postgraduate programs tailored to address the specific needs of students and promote a conducive learning environment.
- Masterminded progressive strategies for faculty development, resulting in a motivated and empowered teaching staff dedicated to student success.

## Govt. Dyal Singh College – Lahore, Pakistan Lecturer,

2008 to 2009

### Commerce Subject

- Provided an extensive array of Commerce courses encompassing Business Taxation Management, Financial Accounting, Advanced Financial Accounting, Cost Accounting, and Banking, Finance & Business Studies, fostering an enhanced student learning journey.
- Utilized innovative teaching methodologies, incorporating real-world case studies and practical applications to engage students effectively and promote active learning.
- Actively participated in curriculum development, ensuring alignment with industry standards and emerging trends in Commerce education.
- Provided personalized academic guidance and mentorship to students, fostering a supportive and inclusive classroom environment conducive to their academic and personal growth.

## Research Fellow

Serving as a Research fellow at **INTI International University, Malaysia** since 9 December 2023

## Industrial Experience

1. Internal Auditor (**Internee**), 6 weeks | Packages Pvt. Ltd, Lahore, Punjab, Pakistan
2. Stock Market Analyst (**Internee**), 6 weeks | Lahore Stock Exchange Guarantee Ltd. Lahore, Punjab, Pakistan
3. Finance Manager, 4 years | Al Haseeb Traders Pvt. Ltd. Lahore, Punjab, Pakistan
4. Finance Manager, 1 year | Solution and Project Management, Punjab, Pakistan

## Publications

1. Shah, S. S. H., Khan, M. A., Meyer, N., Meyer, D. F., & Oláh, J. (2023). A Micro Level Evidence of how Investor and Manager Herding Behavior Influence the Firm Financial Performance. SAGE Open. (SSCI) **W Category**
2. Carvalho, P.V.; Shah, S.S.H.; Zaheer, A.; Mata, M.N.; Morão Lourenço, A. The Effect of Inventory Leanness on Firms' Credit Ratings: The Case of Pakistan. Risks 2022, 10, 226. doi: 10.3390/risks10120226 (Scopus and ESCI) **X Category, Q1, ABDC B**

3. Mata, M.N.; Shah, S.S.H.; Sohail, N.;Correia, A.B. The Effect of Financial Development on the Efficiency and Sustainability of Micro Financial Institutions. *Economies* 2023, (Scopus and ESCI) **W Category, Q1, ABDC B**
4. Shah, S. S. H., Gherghina, S. C., Dantas, R. M., Rafaqat, S., Correia, A. B., & Mata, M. N. (2023). The Impact of COVID-19 Pandemic on Islamic and Conventional Banks' Profitability. *Economies*, 11(4), 104. (Scopus and ESCI) **W Category, Q1, ABDC B**
5. Martins, J.M.; Shah, S.S.H.; Abreu, A.; Sattar,S.;Naseem,S.; The Impact of System Dynamic Employee Recruitment Process on Organizational Effectiveness. *International Journal of Innovative Research and Scientific Studies* 2022 (Scopus) **Y Category, Q3**
6. Al-Delawi, A.S.; Shah, S.S.H.; Harjan,S. A.; Karim, F.; Mehran.M.; Ahmad, S.; The Impact of Foreign Direct Investment on Stock Market Growth: Evidence from Pakistan. *International Journal of Management and Sustainability* 2023 In Press (Scopus) **Y Category, Q3**
7. Shah, S.S.H.; Mata, M.N.; Dantas, R.M.; Javid, W.; Martins, J.N., Nexus of Investors' Sentiments And Firm Value. *Global Business and Economics Review*, 2023, In Press **Y Category, Q3**
8. Shah, S. S. H., Khalid.A, Khan. M.A., Haddad, H., Al-Ramahi, (2024) Assessing the Performance of Prediction Models for the KSE 100 Index: Empirical Evidence based on ARIMA, Artificial Neural Networks, and Hybrid Model. *Journal of Infrastructure, Policy and Development*. **Q2, X**
9. Shah, S. S. H., Ammna, Khan. M.A., Haddad, H., Al-Ramahi, N.(2024) Impact of Oil Price Variations on Economic Growth in Asian Countries. *Journal of Infrastructure, Policy and Development*. **Q2,X**
10. Shah, S. S. H., Basit. A., Ahmed. S., Khan. M.A., Haddad, H., Al-Ramahi, N. (2024). Board Composition, ESG Practices, and Firm Performance: Evidence from the Pakistan Stock Exchange" *Economics and Finance Letters* (2024).**Q2, X**
11. Shah, S. S. H., Maham.T, Khan. M.A., Haddad, H., Al-Ramahi, N. (2024) Resilience and Transformation: The Impact of COVID-19 on Pakistan's Textile Industry. *Journal of Infrastructure, Policy and Development*. **Q2, X**
12. Shah, S. S. H., Badar.T, Khan. M.A., Haddad, H., Al-Ramahi, N (2024). Shades of Green: Exploring the Fascinating Landscape of Consumer Behavior towards Eco-Friendly Cosmetics in Pakistan. *Journal of Infrastructure, Policy and Development*. **Q2, X**
13. Shah, S. S. H., Khan, M. A., Meyer, N., Meyer, D. F., & Oláh, J. (2019). Does Herding Bias Drive the Firm Value? Evidence from the Chinese Equity Market. *Sustainability*, 11(20), 5583. (SSCI) **W Category, Q1**
14. Haiyun L, Yahia YE,Hossain MI, Shah SSH (2021). The effect of integration processes of the Common Market for Eastern and Southern Africa on the economic growth of the member states. *Int J Fin Econ*. 2021;1-19 (SSCI) **W Category, Q1**
15. Qasim, M., Safdar, U., Riaz, M., Shah, S.S.H., & Akhtar, N. (2022). What matters the most is entrepreneurial personality or entrepreneurial skills to augment the entrepreneurial intentions. *Academy Strategic Management Journal*, 21(S6), 1-13 (Scopus) **Y Category, Q3**
16. Riaz, M., Safdar, U., Qasim, M., Shah, S. S. H., & Malik, A.A. (2022). Impact of problem-solving skills and proactive personality on innovative work behaviour through learning demand pathway: A framework to combat the effects of pandemics like Covid-19. *Academy of Strategic Management*
17. Journal, 21(S4), 1-11. (Scopus) **Y Category, Q3**
18. Khan, M. A., Khan, M. A., Abdulahi, M. E., Liaqat, I., & Shah, S. S. H. (2019). Institutional quality and financial development: The United States perspective. *Journal of Multinational Financial Management*. <http://doi.org/10.1016/j.MULFIN.2019.01.001> (SSCI) **W Category, Q1, ABDC B**
19. Alabass, H.S.H.H., Harjan, S.A.,Teng, M.,& Shah, S.S.H.(2019). The impact of corporate political connections on corporate financial decisions: Evidence from an emerging. *Journal of Management Information and Decision Sciences*, 22(2), 13-24 (Scopus, Indexed) **X Category, Q3**
20. Yahia, Y. E., Haiyun, L., Hossain, Shah, S. S. H., M. I.,& Reza Sultanuzzaman, M. (2019). The Common Market for Eastern and Southern Africas (COMESA) Free Trade Area (FTA) and Foreign Direct Investment (FDI) Nexus. *Journal of Asian Business Strategy*, 9(2), 261-286. doi: 0.18488/journal.1006.2019.92.261.286 (ABI/ProQuest, RePEc Indexed)
21. Faiz Abozaid, R., Mansoor, R. M., Shah, S. S. H., Harjan, S. A., Alalimi, A., & Mustafa, A. (2019). Perceived overqualification and its positive impact on organization employee's behavior. *International Journal of Research in Business and Social Science* (2147-4478), 8(6), 58-71. (ABI/ProQuest, RePEc Indexed) **Y Category, Q3**
22. Al-Duhaidahawi, H. M. K., Zhang, J., Abdulreza, M. S., Harjan, S. A., & Shah, S. S. H. (2019). The Role of Financial Inclusion and Competitive Advantage: Evidence from Iraqi Islamic Banks. *International Journal of Economics and Financial Issues*, 9(3), 193-199. (ProQuest, RePEc Indexed)
23. Abbas, M., Gao, Y., & Shah, S. S. H. (2018). CSR and Customer Outcomes: The Mediating Role of Customer Engagement. *Sustainability*, 10(11), 4243.(SSCI) **W Category, Q1**
24. Harjan, S. A., Teng, M., Shah, S. S. H., & Mohammed, J. H. (2019). Political Connections and Cost of Debt Financing: Empirical Evidence from China. *International Journal of Economics and Financial Issues*, 9(1), 212-216. (ProQuest, RePEc Indexed) **X Category**
25. Shah, S. S. H., Xinping, X., Khan, M. A., & Harjan, S. A. (2018). Investor and Manager Overconfidence Bias and Firm Value: Micro-Level Evidence from the Pakistan Equity Market. *International Journal of Economics and Financial Issues*, 8(5), 190-199. (ProQuest, RePEc Indexed) **X Category**
26. Yahia, Y. E., Liu, H., Khan, M. A., Shah, S. S. H., & Islam, M. A. (2018). The Impact of Foreign Direct Investment on Domestic Investment: Evidence from Sudan. *International Journal of Economics and Financial Issues*, 8(6), 1-110. (ABI Indexed, RePEc Indexed) **X Category**
27. S Naseem, Shah, S. S. H., How Knowledge Management Plays an Effective Role in Organizations to Make HRM More Efficient by Using System Dynamics? *Journal of Asian Business Strategy* 10 (1), 26-38(ABI Indexed, RePEc Indexed)
28. Conference Paper: An Investigation into the Impact of Knowledge Sharing in Improving Innovation and Firm's Performance: Presented in the Second International scientific conference of Al-Kitab university/ Iraq (2017).

## Honor & Award

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- **ORIC-GCU Reward 2020**
- **HUST Academic Excellence Award**, School of Management, China, 2019
- **Rewarded Honorary International Graduate**, School of Management, China, 2019
- **Meraj Din Excellence Award**, Superior Group Of Colleges

## Affiliations

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- **Review Panel Member:** Harvard Business Review Advisory Council, The Association to Advance Collegiate Schools of Business, National Business Education Accreditation Council | *Present*
- **Member:** London Journals Press: London, Global Finance Association, American Finance Association: Chichester, Mendeley Community Advisory, Board of Studies & Faculty in Government College University Lahore, GCUL | *Present*
- **Vice President:** Al-AHAD Educational Society | *Present*
- **External Member:** Board of Studies in University of Kotli Azad Jammu and Kashmir | *Present*; *Advisor for Punjab Public Service Commission* • **Ph.D. Approved Supervisor:** HEC | *Present*
- **Co-Supervisor:** International Ph.D. Students | *Present*
- **Advisor:** Subject of Commerce and Finance in Punjab Public Service Commission (PPSC) | *Present*

## Research Funding & Grants

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- **Research Fund 2024 Funding information:** Zarqa University, Jordan
- **Research Fund 2023 Funding information:** Instituto Politécnico de Lisboa, Grant/Award Number: PAD0316/2023PAGAMENTOFEES
- **Research Fund 2022 Funding information:** Instituto Politécnico de Lisboa
- **Research Fund 2021 Funding information:** This study was supported by Fundamental Research Funds from Central Universities: A Study of the Environmental Effects of Two-way FDI (Foreign Direct Investment), Grant/Award Number: 2017WKZDJC008

## Research Supervision

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- 25 Undergraduate in Management and Finance
- 15 Graduate in Banking and Financial Economics
- 04 Graduate in Entrepreneurship
- 06 PhD External Supervisor

## Project-Establishment of NUP by the Ministry Of Defence Pakistan

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**National University of Pakistan – Islamabad, Pakistan**

**2023 to 07-2025**

**Professor and Chairperson, Management Science**

- Head the department and design the roadmap for both graduate and undergraduate programs, with a focus on curriculum design that aligns with emerging trends and industry standards.
- Lead the National University of Pakistan's admission and introduction campaign, effectively promoting the university's offerings and unique value proposition to potential students and stakeholders.
- Serve as the President of the HEC Coordination Committees, facilitating international collaborations and strengthening ties with global academic and research institutions.
- Initiate comprehensive training programs to equip department members with the latest industry knowledge, ensuring they remain at the forefront of emerging technologies and trends.
- Establish key performance indicators (KPIs) to systematically evaluate the department's efficiency and effectiveness, enabling data-driven decision-making and continuous improvement.
- Strengthen the supervisory framework by implementing regular performance reviews and mentorship programs, fostering a supportive environment that encourages professional growth and skill development.
- Explore and implement cutting-edge technologies to streamline departmental processes, optimizing efficiency and ensuring the team operates at the forefront of industry standards.

- Carry out all other tasks assigned by the authority regarding the establishment of the National University of Pakistan.

## Google & Scopus Citation

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<https://scholar.google.com/citations?user=DQ4uWWYAAAAJ&hl=en>

- Total of 661 Google Article Citation with 12 h-index and 13 i10-index.

<https://www.scopus.com/authid/detail.uri?authorId=57207919539>

- Total of 295 Scopus Article Citation with 5 h-index