



“3rd International Conference on Business, Economics & Management

3rd ICBEM 2019

Strategies for Sustainability and Well-being at workplace: Asian Perspective.

EVENT REPORT



Conference Patron: Professor Nisar Ahmed Siddiqui
Conference Convener: Professor Niaz Ahmed Bhutto
Co-Chair Conference: Dr. Waheed Ali Umrani

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Table of Contents

INTRODUCTION	3
Professor Nisar Ahmed Siddiqui	4
Patron ICEBM Views	4
DR Niaz Ahmed Bhutto	6
Conference Convener Views	6
Dr. Waheed Ali Umrani	8
ICEBM Chief Organizer Views	8
Chief Guest	10
Dr. Kaiser Bengali	10
Chief Guest Views	11
KEYNOTE SPEAKERS	12
Dr. Severine Minot	12
Sereine Minot Views:	13
Dr. Syed Zahoor Hassan	15
Professor Suleman Dawood School of Business, LUMS	15
DR. Zahoor Views	16
Dr. Abdul-Halim Bin Abdul-Majid	18
Associate Professor University of Utara Malaysia	18
Dr. Abdul Halim Views	18
Awards Distribution	20
PANEL DISCUSSION	21
Moderator: Dr. Sarwar Azhar	21
Awards Distribution	25
Parallel Sessions	26
Certification of Participation	27
GALA Dinner & Cultural Night	28
2ND day of ICEBM	29
Mr. Zard Ali khan	29
Co- Host	29
KEY NOTE SPEAKERS	30
Dr. Usman Raja	30

Professor Goodman School of Business, Brock University	30
Mr. Usman Raja Views	31
Dr. Jawad Syed.....	34
Professor Suleman Dawood School of Business, LUMS.....	34
Dr. Jawad Views	35
Dr. Asad Zaman	37
Vice Chancellor, Pakistan Institute of Development Economics	37
Dr. Asad Zaman Views.....	38
Dr. Arif Iqbal Rana	41
Associate Professor Lahore University of Management Sciences (LUMS)	41
DR. Rana Views	42
Awards Distribution.....	43
Panel Discussion	44
Moderator Dr. Sheeraz Rajput	44
Parallel Sessions.....	48
Certificate of Participation.....	49
Closing Ceremony	50
Awards Distribution	51
Conclusion	52

INTRODUCTION

The theme of 3rd International Conference on Business, Economics, and Education Management ICBEM is to study “Strategies for Sustainability and well-being at workplace: Asian Perspective. The primary objective of the conference is to provide a platform to scholars, researchers, and policy makers to present their empirical work and highlight issues and opportunities emerging on the existing frontiers of local and regional economies. This conference also aims to raise theoretical questions and discussions on Business, Economics and Education Management concepts that have been of paramount importance globally in general, and locally, in particular which will help everyone to understand the developing trends from local, regional and global perspectives, and provide a solid foundation for business development, management and its consequences.



Professor Nisar Ahmed Siddiqui

Conference Patron ICBEM



The whole Sukkur IBA University family is immensely proud that under the inspirational and exemplary leadership of the honorable Vice Chancellor, Sukkur IBA University, Prof. Nisar Ahmed Siddiqui, Sitara-e-Imtiaz, the most acclaimed and venerated figure who brought this great oasis of knowledge to existence, Sukkur IBA University has been progressing by leaps and bounds, and the fact also stands that the name of Sukkur IBA University is incomplete without the name of its founder, Prof. Nisar Ahmed Siddiqui.

Prof. Nisar Ahmed Siddiqui, the Vice Chancellor of Sukkur IBA University, is a repository of knowledge and experience, a true educationist, a fountainhead of illuminating ideas and distinct vision, and, above all, an inspiration to all of us. He has always believed in transforming the education system in the region, and Sukkur IBA University is the brainchild of this inspirational educationist.

Patron ICEBM Views

Vice Chancellor Sukkur IBA University Professor Nisar Ahmed Siddiqui in his welcome address thanked the participants, who have travelled a long way to attend the conference. He warmly welcomed the chief guest and all the national and international delegates participating the conference sessions lead, key note speakers, research scholars, discussants and learners. The 3rd International Conference on Business, Economics & Education Management (ICEBM) has become a key annual event organized and hosted by Sukkur IBA University. Sukkur IBA University organized this event of International Conference on Business, Economics and Education Management with a theme of “Strategies for Sustainability and Well-being at

Workplace: Asian Perspective”. It offers intellectual platform to academicians, scholars, researchers, practioners and policy makers to come up with their research findings and innovative ideas to address the challenges in Business, Economics and Education Management.

Prof. Nisar Ahmed Siddiqui said, the theme of this mission is to serve community. These are two words which reflect our mission and further elaborate how to achieve this through quality education, Modern technology, creativity based teaching and also about discussion globalization, ethical values and so on.

The basic values are Merit, Quality and Excellence. It is not only the University of Today it is the university of tomorrow. Nowadays, disruption caused by fast moving technology. We are economics teaching today whether it will survive, model created till today will be useful for tomorrow. One of the biggest feature which he feel is to economics and management is uncertainty. Human beings are always some elements of uncertainty which we expect or experience today and tomorrow.

In his speech, he said: The job of farmers will be the same many of the job redundant tomorrow what should we are doing what should our younger generation is doing .will they tell us decision making in the future. Decision making is one the important element for future. How the effective decision can be taken? He hoped that the 3rd ICBEM will give guide for us. It will take for changing and adjusting the change for new generation,

Moreover, Sukkur IBA University is organized the event of International Conference on Business, Economics and management with a theme of “Strategies for Sustainability and Well-being at workplace: Asian Perspective” for third time. This conference offers intellectual platform to academicians, scholars, researchers, practioners and policy makers to come up with their research findings and innovative ideas to address the challenges in business, economics and management. The focus of the conference will be to highlight the issues and opportunities emerging from the existing frontier of local, regional and global economics and management. The focus of conference is to highlight the issues and opportunities emerging from the existing frontiers of local, regional and global economics. As a patron of the conference, he thanked to all the organizing team for their restless efforts of making event a big success.

DR Niaz Ahmed Bhutto

Conference Convener



Dr. Niaz Ahmed Bhutto, the Head of Department - Business Administration, Sukkur IBA University. Dr. Niaz has a PhD in from Turkey and has a post doctorate from Rutgers State University of New Jersey, USA. Dr. Niaz Ahmed Bhutto has 17 Years of vast experience in the field of teaching and research. Mr. Bhutto is also HEC approved supervisor. He has published many articles in reputable journals and presented papers in international conferences. His areas of interest are Development Economics & Sustainable development & Input Output Modeling

Conference Convener Views

Dr. Niaz Ahmed Bhutto head of the department Business Administration in his introductory note briefed the participants about the theme of the conference. 3rd International Conference on Business, Economics & Education Management (ICEBM) 2019. Dr. Niaz warmly welcomed all the national and international delegates, keynote speakers, discussants, guests, research scholars, new learners, faculty and students on this 3rd International Conference on Business, Education and Management.

This year our conference theme is "**Strategies for Sustainability and Well-Being at Workplace: Asian Perspective**".

He said, I believe in re-invigorating our eastern management values and norms rather than just remodeling the western practices. This calls for a healthy debate, which is possible by bringing together the great minds of our times and bridging the communication gap amongst them. This conference aims to provide the platform for renowned local and international academics and practitioners to deliberate on conference theme.

He discussed three key words: **Economic, Social and Environmental.**

There are millions of people who are living in poverty. Resulted huge economic and social on this planet in order to achieving sustainable development that require towards further growth,

Environment product. Sustainable development needs a lot most vulnerable. Strategies needs to be ambitious, and action oriented, and elaborated. They need to be consumption pattern reduce and economic governance. Moreover, Technology plays a major role in this transition new technology necessary for the desired place. Successive changes played a lot I life style. Economics and financial initiatives and innovative policy reforms.

Technology rapidly performed by machines global under green transmission very seriously mange wisely. if managed properly, rising that may result in new job creation ,rapid growth if not may result in high rate of unemployed and , reduce growth. How digital transformation should we do it properly or digitalization. Or forced to transform the economy, environments integrity.

This conference is the platform to create awareness among scholars in society to think about new knowledge so that we can benefit from transform technology. We need to identify gaps priority and opportunities.

In his speech, he asked that did we change our traditional curriculum? Are we updated with new technologies? With such a fast changes if we not create curriculum imparted knowledge bringing new paradigms of this society. Are these researcher can be pay for broader impact of society?

After that he said what we need to do? We should need silence collaborate or we should be elaborate. These resources are very much scarce and high cost. Students should hire new knowledge. However, conference is one of the platform why we should collaborate with researchers. The conference will help disseminate, share and enhance knowledge relating to business, economics, and education management practices through presentation of research papers, panel discussions, plenary sessions, pre- and post- conference workshops, addresses by the speakers and keynote speakers.

Moreover, we call for papers and received lots of paper on sustainability, environment economics, agriculture, finance, HR and other disciplines. Out of 38 papers 33 were accepted and presented in parallel sessions.

In last, he congratulate Chief Organizer Dr. Waheed Ali Umrani and his team in making this conference, worthy of the true spirit of knowledge creation and integration and bringing a concept

to reality. He thanked all partners and sponsors and all departments of Sukkur IBA University for strengthening the hands of the conference organizing committee in making conference a success.

Dr. Waheed Ali Umrani

ICEBM Chief Organizer Views



Mr. Waheed Ali Umrani, Chief Organizer of 3rd International Conference on Education, Business & management he welcomed all the distinguished guests, keynote speakers , faculty & students on this ICEBM. For third consecutive year, the ICEBM has provided an opportunity for academics and practitioners to present and discuss current research, to exchange ideas on the teaching and practices of general management, organizational behavior, finance, economics, and marketing, to re-invigorate their enthusiasm for these disciplines, and to greet old professional friends and make new ones. This year's program includes many exciting papers, panels, plenary sessions, and special pre-conference workshops.

3rd ICEBM-2019 has derived attention of the seasoned scholars towards contemporary Asian management practices. This is a high time we need to look into these practices as the influence of International Management Firms is growing. This conference focused on Research Articles and Teaching Cases. It is one of the few Asian Conferences that focus on Case Method of Research. At Sukkur IBA Campus, we are hosting this conference for third time. We received around 160 papers and teaching cases this time out of which 100 articles and 33 teaching cases have been accepted for

presentations. The presenters are from every corner of Pakistan, Malaysia, UK, China etc. I hope this conference will significantly contribute in knowledge creation, research culture creation and will be a great source for encouragement for scholars. I especially thank the track chairs, program committee, and management committee for their outstanding support in organizing the conference.

Many people contributed to the success of the conference, and I am very grateful for their help. The list include my Conference Secretariat Staff, Marketing Team, Business Department Faculty, ORIC Staff, Director Finance and his team, office staff of the Vice Chancellor, program coordinators, Registrar Mr. Zahid Khand and his office staff.

He thanked to all sponsors HEC, **Islamabad, and Association of Management Development Institutions in Pakistan and National Bank of Pakistan** for sponsoring the event.

Lastly, he thanked to **Worthy Vice Chancellor Professor Nisar A. Siddiqui** for his consistent support and guidance, and nominating me to be a Chief Conference Organizer.

Chief Guest

Dr. Kaiser Bengali

Dean, Management Science,

SZABIST Karachi



Kaiser Bengali is an economist with over 35 years of experience in teaching, research and policy advice in Pakistan. He has a Masters in Economics from Boston University, USA, and a PhD in Economics from University of Karachi, Pakistan. He has taught and conducted research at prestigious institutions in Pakistan, such as, the Applied Economics Research Centre, University of Karachi, Shaheed Zulfikar Ali Bhutto Institute of Science & Technology, and was Managing Director of the Social Policy & Development Centre, Karachi.

His areas of research interest include issues in planning & development and macro-economic and fiscal policies, particularly relating to inter-personal and inter-regional inequality, poverty, unemployment, and social justice, urban and regional planning, decentralization and local government and finance, education, and ethnic, sectarian and religious militancy and violence. His areas of expertise and experience include political management of planning & development, management of institutions, personnel and finance.

His international teaching, research and consultancy experience includes work at the Institute Universitaire d'Etudes du Developement, University of Geneva, Switzerland, and the Institute of

Development Studies, University of Sussex, UK, and with international organizations in Afghanistan, Saudi Arabia, Eritrea and Kenya.

He has over 35 research publications in national and international journals and conferences and he is the author/editor of 8 books on subjects ranging from unemployment, inequality and poverty to education, water, gender, and regional development. He has regularly contributed articles on economic and political issues in newspapers and appears on electronic media.

Chief Guest Views

Senior researcher Dr. Kaiser Bengali speaking as a chief guest at 2nd International Conference on Business, education management at Sukkur IBA University. He appreciated the management of Sukkur IBA University.

Mr. Bengali talked on the Topic **Safety in the Workplace**

In his speech, he said safety in the workplace plays vital role. There are so many offices in government that there is no any challengers only fire pushers and work should be challenging that would create environment comfortable so that everyone should go workplace is only needs to have drag yourself. However, it is particularly important for women to feel comfortable in environment of workplace. We are not conscious they should feel as colleague and workers not women. These words and any comments that make them feel they are different. At all levels they being accepted as colleagues.

Safety in workplace is important for wellbeing workplace physical. If you are working in pearls light your eye sight become weak, ventilation is poor sometimes efforts is not good one of the thing is to feel comfortable in cooling in a mundane way.

In his views he said, there are dangerous like accidents in factories are using nowadays. Everybody have contract employees if they get accident they cannot claim on company to provide treatment and they did not get any money from company. So, Employees should have to take care of herself without any support

He gave example of Baldia fire in which 289 burned every week in workplace we do not learn and took death we cannot learn from death tragedy. Honors must take care of their employees, owners should be in jail and they are sitting in Dubai to question them and these officers who travelled at our expenses.

At Macro level,

Technology is changing at workplace we need to be at workplace

One factory have 1000 workers they are producing and assemble the products. Sustainability of any workplace is also function of economy as a whole. If economy is not growing how business can be continue. Moreover, Pakistan is locked with growing deficits and permanent deficits. If any one country can survive with OD. IF liabilities exceeds assets then how economy will survive?

In last he thanked to all the faculty members, distinguished scholars, key note speakers and vice-chancellor Sukkur IBA University to invite him at this big event ICEBM

KEYNOTE SPEAKERS

Dr. Severine Minot



Dr. Severine Minot is teaching in the field of migration studies and cultural studies while also supporting the pedagogical objectives of the Liberal Core program during her stay at Habib University. She is also conducting research on transnationalism and transnational cultural dynamics in the Middle East and South Asia. She will be maintaining her commitment to the dissemination of knowledge through publication projects and participation in international conferences, supporting campus vitality through a wide range of extra-curricular and scholarly activities and fostering the development and stellar reputation of Habib University and its School of Arts, Humanities and Social Sciences through the application of pedagogical best practices.

Dr. Minot's research interests include the cultural politics of identity formation and transformation, and the trans-cultural dynamics emergent from the global flow of people, merchandise, capital and information. As an integral part of her work, she heeds the social conditions and practices that (re)produce structural inequalities and various forms of marginality and "otherness" surrounding ethnicity/race, gender, class, religion/beliefs and nationality.

Dr. Minot is currently working on two books. The first is a compendium of her experiences in the field of trans-cultural clinical sociology and their application to the broader issues surrounding rapid social change, cross-cultural relations and conciliation, multicultural capacity building in transnational organizations, cosmopolitan diversity and migrant civic integration. The second is a reworked iteration of her doctoral research on habitus, patterns of practice and expatriate

adaptation, drawing on her fieldwork in Vietnam and her most recent experiences as a refugee support officer in the U.K.

Sereine Minot Views:

First of all he thanked to Sukkur IBA University to invite him at conference. He appreciated the Sukkur IBA University on his efforts and for great institution.

Dr. Sereine Minot talked on the topic **Gender Balance in the Workplace Harnessing Emotional Intelligence across Gender Boundaries**

In her views, we are studying Emotional Intelligence from three decades.

The objective of the presentation is to demonstrative the importance of Emotional Intelligence and its critical link to gender balance in the workplace.

In her speech, Dr. Minot defined: What is **Intelligence** from the Latin origin meaning understanding knowledge, skills, powers of discerning, arts, skills and taste. The value of taste and preference. It refers to linked to reading between the lines to know the intelligence.

Emotional intelligence is the “something” in each of us that is a bit intangible. It affects how we manage behavior, navigate social complexities, and make personal decisions that achieve positive results. Emotional intelligence is made up of four core skills that pair up under two primary competencies: personal competence and social competence.

The Separation of passion d reason stretches as far back as early ancient. However, if we do not have intelligence so we cannot produce something. In 1912 the concept of IQ is criticized that people have high IQ cannot be produce high. After that concept of Social intelligence is introduced. In that concept there were two thoughts: One school which is based on competency and other on School personality traits. Both over the time is very useful to understand how people have to manage in emotions. She said, Man and Women are socialized we know Boys do not cry and women are more sympathized.

She explained that there are various cultures and Cross cultures talks about gender difference.

Principles

There are four key principles:

- 1- Recognizing emotional in self and others
- 2- Understanding the causes and consequences of emotions,
- 3- Labeling emotions
- 4- Expressing Emotions

There are lot of 58% a job performance. Low emotional intelligences it helps you communicating best times. A survey conducted by CareerBuilder reported that 71% of employers say that they value EQ over general intelligence (IQ) because individuals that are high on Emotional Quotient on high low.

Why is EI gendered and how does Emotional intelligence vary between men and women. ?

Gender role socialization across all cultures requires that children, teens and adults find a way to fit in gender boxes. Let's reflect on this for the context of Pakistan this mean that we learn to be girls and boy by promoting certain behaviors and their correlate emotion and eventually these learned way of being acting the things. Typical gender socialization: Boys are suppose to the competitive so they should fear failure, boys are more intelligent than girls in particularly.

How is Emotional Intelligences gendered?

There is another way in a serious of in-depth interview with dozens of executive and managers with experience leading matrix reams. Hay group identified that leadership traits like empathy conflict management self-awareness and influence were consistently tied to successful business outcomes. Hay group used its emotional intelligence.

Empathy was found to be a strength for 33 percent of women, compared to just 15 percent of men. Conflict management was seen as strength in 51 percent of women as opposed to 29 percent of men. Influence was cited as strength for 32 percent of women compare to 21 percent of men. Self-awareness was strongly evident in 19 percent of women. But just 4 percent to men. Among women and men below the executive level and gender disparities were less pronounced.

How to develop them?

Emotional intelligence is related to empower men. First honest with yourself we need to feel confident in their abilities, need to face their fears. Need to channel their anger and frustration. Moreover, we need to address the harassment, bullying and violence in campuses.

Put simply, emotional Intelligence is how well individuals identify and manage their own emotions and react to the emotions of others. Its understanding how those emotions shape your thoughts and actions so you can have greater control over your behavior and develop the skills to manage yourself more effectively. Becoming more emotionally conscious allows us to grow and gain a deeper understanding of who we are, enabling us to communicate better with others and build stronger relationships.

Impact of emotional intelligence on employee performance in telecom sector of Pakistan.

To reveal the efficacy of the emotional intelligence construct in organizational studies. This focuses on employee's performance among telecom employees in Pakistan

How to develop Emotional Intelligence?

- Honest with yourself

- Those skilled in the perception of emotional also are able to express emotions accordingly and to communicate emotional needs.
- In very day interaction men and women have to find productive ways of clearly expressing and communicating theirs needs.
- People who are skilled in this area understand that some emotional states
- We should listen if we did not listen then we cannot know to what they need
- Understanding how to think through our own emotional stats and those of other
- Prompting ;learning behavior how to get best of out oneself through the emotional intelligence:

In last, she thanked to management of Sukkur IBA University for giving her opportunity to attend this big event ICBEM 2019.

Dr. Syed Zahoor Hassan

Professor Suleman Dawood School of Business, LUMS



Dr Hassan has over two decades of extensive experience in the higher education sector. At LUMS, Dr Hassan has served in many capacities besides his teaching and research, including Associate Dean, Dean, Pro-Vice Chancellor and Vice chancellor (VC) (2002-8). After completing his second term as

VC of LUMS in June 2008, Dr Hassan has returned to his role as a Professor in the SDSB at LUMS. He has been elected as Speaker of the Faculty Council. During his six year tenure as VC, LUMS expanded by a factor of more two in all dimensions (academic programmes, faculty, schools and infrastructure) and formulated its vision to become a broad based research university. Launch of the National Outreach Programme (NOP), through which bright students from the under privileged sections of our society are groomed and developed to join LUMS on full financial support, is a key highlight of Dr Hassan's term as VC of LUMS. Now almost 20% of students at joining BSc at LUMS are from NOP.

Dr Hassan has many papers, book chapters and cases to his credit. His current research interests include management of technology, innovation and entrepreneurship in the global world. He has been a keen student of how organizations utilize technology and develop processes for transformation. His current research interests include management of technology, innovation and entrepreneurship. He is a member of the editorial board of the Journal of Global Information Management and Journal of Global Information Technology Management.

Besides consulting for many leading local companies and international organizations, like UNDP and World Bank, he has also served on the boards of organizations like PTCL and NTDC. He has also been an active volunteer in many professional organizations like Association of Management Development Institutions in South Asia (AMDISA), Association of Management Development Institutions in Pakistan (AMDIP), Institute of Electrical and Electronic Engineers, USA (IEEE), International Management Development Association (IMDA) and The Indus Entrepreneurs (TiE). Dr Hassan regularly delivers lectures at various national institutions like National Defence University and National Management University (previously Administrative Staff College). He is actively involved in helping a number of Pakistani and Indian educational institutions improve their systems and processes as a mentor and accreditation peer reviewer.

DR. Zahoor Views

Topic: Importance of Case method in Business Education

It is honor to privilege to be here. He talked about business schools and in case method. To develop skills and awareness. It offers us a platform which we have many opportunities. It increases challenges and opportunities.

What are business school expect and deliver over the years. It started by develop management talent now business schools are expecting the challenge and it contribute to body of knowledge. This scope of knowledge is expanded very significantly. It is a wide area. Schools are expected to provide services to organization in the form of training. In a nutshell Business school is develop individuals, organizations and society.

The few things are changing rapidly be relevant in fast changing environment. In this environment technologies are disrupting and demographics ethnic groups are coming refugee challenges.

Immigration challenges and then business how to make money and how to survive or take care of his family.

What is Case methods or participant centric approach?

Case method is one way or participant centric approach. It explores real life situation as learning vehicle. It focus on both content and process you have to learn or develop relationship. Thirdly. Active engagement and initiative of participants. It deals with incomplete, mission and ambiguous data. It not only emphasis on analysis it emphasis on judgment. (Use of an and judgment)

It includes human perspectives in analysis and decision making. It trains the mind to make decisions and experience the consequences. It requires and develop the ability to articulate in real time and under pressure. First you should listen and in limited time you come up with solution.

Requirement for effective case method-faculty

The first category is the mindset and philosophy:

- You have to learn and Practioners at all levels.
- You have to openness to diverse perspectives.
- You have to firm belief in continuous learning
- You have to empathy for learner.

Skills and expertise

Command over theory and application framework and cross disciplinary understanding, you have to quick thinking and effective articulation you have to some tools. You need to have disciplined creativity. You need to engaged with real world with the help of field work bases research, case writing, consulting, executive Training, board memberships, advisory roles for organizations. However, Faculty is one tool to have a role model for students

Case method impacts all the dimensions of the eco system: business school (faculty students system and process, technology infrastructure staff, technology) if you have anyone of element is missing then you will be in difficult situation.

What Case Method is not?

- A panacea for all the issues and problems faced by business school
- A one size fit all recipe
- A guarantee for students success in real life

It is only a framework that can potentially help address the requirements for business schools to ensure deeper understanding if you have to become and going to challenged. It focused on results orientation if you do all this you will hopefully to be somewhere. Many schools adopted this but we have to take advantage it and tailor it and it creates many opportunities and possibilities.

Dr. Abdul-Halim Bin Abdul-Majid

Associate Professor University of Utara Malaysia



He is currently the Head of Department, Human Resource Management, School of Management, and College of Business UUM. His area of research interest includes Human Resource Management; Pay and Remuneration; Work and Career Motivation; Entrepreneurship among Small Medium Enterprises, and NGOs. He has supervised more than 15 PhD's candidates and more than 20 master's dissertations. He also has participated (as leader and member) to few researches and has published few books, monographs, journal articles as well as more than 90 articles/conference papers. He is also the Editor in-Chief for the Journal of Business and Social Review in Emerging Economies. Research interests includes HRM; Pay and Remuneration; Work and Career Motivation; and NGOs.

Dr. Abdul Halim Views

He thanked to organizing committee who have approached and invited me to join this 3rd ICBEM. He said, I am proud to be in Pakistan. I came here after our PM of Malaysia Mahathir Mohammed left from Pakistan. So, he believe that opportunity given to him to define some important significant essential elements and the theme of our conference is related to strategies for sustainability and well-being.

Dr. Halim said, we have a very strong heart, determination to make sure whatever we discuss in conference that is something enhance our networking and knowledge. Whatever we are doing ensuring wellbeing are going to be achieved.

In his speech, he said I came from Malaysia and Sukkur IBA University is ensure business department is going to be accredited. We have collaborated and signed a MOU with IBA. There is lot activities. Programs that can work can be achieve through collaboration and we have strong time with Malaysia and Pakistan.

While expressing his views, he explained there are two key words in conference theme.

The first key word is “**Sustainability**” and key word is related to **Well-being**.

There are three categories:

- 1- Social
- 2- Environment
- 3- Economic

When we talk about sustainability we elaborated 3p`s that are:

Environment: Dealing with Planet

Economically: Dealing with Profit

Social: Dealing with People

In his speech, he explained three types of Sustainability:

These significant without protecting the most vital resource in connection of people is about what employees (human resources).It is not only about sustainability, simple terminology, very much linked to practical. This is not only about what is done it is about how it gets done.

How to ensure sustainability development what is needed we drive our right direct mindset of whom business leaders, mangers employees. If only leaders have mindset and other employees do not have direct mindset then sustainability cannot be.

It also require human strong leadership, analysis of operations and measurement of business goals. In order to ensure we have direct mindset of investment in human capital. The other important element is how to measure effective sustainability stratifies business contact to developing workforce, competencies and system in the workplace.

In his observations he said, we want in terms of quantity in terms of quality we have to proper allocation of the staff.. There is lot of Pakistan who are academically qualifies and looking for suitable jobs. More job opportunities can be created and having more entrepreneurs. They are normally create job. Entrepreneur minds so that they can create jobs rather than just recruiting. Moreover, the effective sustainable strategies form capacity and workforce capacity will be achieved.

In his speech, another keyword is **Well-being**. Something that need to be developed or something that is keep. Developing wellbeing strategies require us to right culture we have to effective in order to within the culture workplace if you have direct culture and right culture it ensure to put

some efforts we hope to employee wellbeing can flourish. It related to leadership can we ask ourselves that are we good leaders?

Leadership is another the key to direct culture /culture needs to be nurture employed well-being can flourish leadership is also responsible in ensuring whatever sustainable development. So we have a right leadership. Wellbeing is related to communication. The proper communication channel is important. How to communicate? They are some pros and cons.

Furthermore, there are some Resources like: Balance workload, job security, job condition. Physiological well-being we can enhance so called this wellbeing through improving productivity and enhancing commitment, Satisfaction, retention will be achieved.

Awards Distribution

After the panel sessions, souvenirs were distributed among the all key note speakers Dr. Kaiser Bengali, Dr.Sereine Minot, Dr. Syed Zahoor Hassan and Dr. Abdul Halim by the Vice-chancellor Sukkur IBA University Prof: Nisar Ahmed Siddiqui, Head of business department Dr. Niaz Ahmed Bhutto and Registrar Sukkur IBA Engr. Zahid Hussain Khand.



PANEL DISCUSSION

Moderator: Dr. Sarwar Azhar



ICBEM entered in another highly knowledgeable phase of 3rd ICBEM 2019 and that was the eye-opening panel discussion hosted by respectable Dr Sarwar Azhar, Professor of Marketing Sukkur IBA University. The panel discussion centered on the idea that “our own happiness is short-lived if we achieve well-being of our generation at environmental expense of future generation”. The session was moderated by Prof. Dr. Sarwar Azhar. The panelists included Mr. Hassan Daudpota, Entrepreneur; Mr. Mudassar Zaidi, Entrepreneur; and Dr. Irfan Hyder, Rector IoBM. They discussed the environmental implications of businesses running amok without considering what their business practices are doing to mother Earth.

Mr. Hassan Daudpota: Founder & CEO at Keys Productions & Event Management

A young entrepreneur with high ambitions to change the economy & future of Pakistan, and also impact it on the World. He started alone and now have many people with him. With consistency & hard work, we have become the best Events & PR Company of Pakistan. He is dedicated towards positivity and he believe in learning from every experience.

Mr. Mudasir He is owner of pizza palace and application of Pakistan railways.

We are changing misusing an overusing the resource? How would we resolve the issue?

Mr. Hassan thought Sukkur is small city and he saw 3million people are living here. So it's a big city. The first thing is an idea and approach. When he started a new business and he has no money. He run their employees step by step. Employee should be feel very valuable and get good salary.. he can motivate person in valuable society and try to change their society .

Moderator: Do we Pakistani businessmen have is it issued with context of academic discussion. Is it really innovative?

Dr Irfan hyder:

Rector, Institute of Business Management (IoBM)

Prof. Dr Syed Irfan Hyder has a wide experience in academic leadership, consultancy, entrepreneurial ventures, trainings, research and in the design and implementation of innovative programs and as a motivational speaker. He provides consultancy for entrepreneurial and personal visions, students/parental counseling and school education. He is currently Rector of IoBM.

During his interaction, He focused on 3 things

Sustainability, Wellbeing and What can be done

Personally he stand and tell the people our life is going to end you need to worry about your life. The rate at which extracting the assets from earth and spill in the land is unsustainable. Human take nice things from nature and extract out fill. The progress of men make our life unstable. The number of plastic produced last five years is astronomical. How much our mountain will be formed when we refused bottles of all over Pakistan? What is the pure life of Pakistan bottles?

What happens and when the growth become the humanity of whole?

Then we come to second part is wellbeing that the rate of suicide of man is much higher than women and that is distress :futures shocks book it is on emotional stress it is a piece wise approach that will not help us.

Our career future we don't have the place where we grow up, the people we want to live they not be there. Our people is today in such a tremendous way. The problem and solution he think we divide the knowledge this is the asalyo of businessman atomic energy that is the root cause of this problem.

Why he is made physiological condition is made device? Why producing plastic forget the causes of this bottle. We need to redesign the balance sheet and income statement? What is the cost of bottle? Its microelements are destroying the elements may be it cause internal cost. We need

masses to rethink this division of themselves responsibility why we consider the good idea destroy our life of masses.

Moderator: What was the reason they did not consider social impact so as a IT person what is the reason?

Mudasir Zaidi:

He said, sustainable for we need to organization should be in a profit, secondly, every organization should not start with profit. He gave a example of himself. To sustain our employees they give revenue share to employees from that life style is become changed and they improved their lives. In your organization sometimes you feel they are good or even better then owner. They have talent but leadership cannot accepted them. Model should be given them and by th r times increased their motivation.

Moderator: Is profit is more important. ? Why businessmen cannot realized it?

Mr. Hassan: Money will come to eventually. Profit is equally important, sometimes business men loss the morality and values sometimes. A lot of educated people gone and lost their lives , trash the bin on road, form car, his business model is that he worked with many FMCG our payment is whenever we worked with morality and values in a transparent manner. Peace is equally important than profit. Life is all about balance. You should create balance in your life. We all need to change our mindset and think about others and care for them.

Moderator: why didn't they realize on that time and think on it?

Dr. Zubair: Our life style is under philosophy and consider growth for the sake of growth.. Secondly academicians we now decompose the sustainability in three categories

Profit people and planet should be worked combinely. People are the assets of the company. Human are capital so they come in balance sheet.. Lip service we have human is the resource pen is the resource building is their resource? Single statement to whom classified as external cost? The whole problem is to reduce and urbanize the youth and combining to help them to further become rich that is injustice

Dr Hassan: people should have power of social media and we highlighting the issues we need to solve the issue for the help of others people we there are solution available without campuses as well. We are teaching our kids and our family members. We have mindset that free food is wasted we waste lot of water. The area he lived there is 24 hours water availability but I pay for office water around 20000 in month. We need to change the mindset then slowly gradually it help in future and from trash we will create economy soon.

Dr. Serenie On one hand she wants to understand how this we have to regulated and what cannot be regulate??? How to bridge the gap?

Audience: we should have collaboratively connectivity various disciplined society should driven by prosperity and humanity if we are looking at that perspectives. Consequences of different initiatives we have happy with the help of CPEC what aware the causes we are the missing the consequences?

Audience: Everybody is saying about mindset and morality? Can we make a mechanism of changing the mindset? if I am destroying the oxygen from where I get oxygen or from I get from home if I won't care for my society it means I also don't care for myself. ?

Dr: Irfan Haider:

PhD means doctor of philosophy of ideas. Somebody have we are driven of Adam smiths and Kant that determines the mindset there are underlying philosophical address them through new ideas we can generate we care to focus. Moreover, regulation is what have to do shut out the have not. To eradicate the barriers. We have to induct the guiding system in family system. We can find philosophy subject and build the infrastructure.

Our own happiness is short lived if we achieve wellbeing of our generation at environmental expense of future generation.

Awards Distribution

On the conclusion day one of conference, souvenirs were distributed among the all key note Speakers by the Vice-chancellor Sukkur IBA University Prof. Nisar Ahmed Siddiqui.



Parallel Sessions

After Awards distribution and Lunch break Parallel sessions started in different rooms of Academic Block 2 in which research papers & case studies were presented in front of panel and certificates were distributed among the participants.



Certification of Participation



GALA Dinner & Cultural Night

ICBEM observed its Gala Dinner and Cultural Show at football ground SIBAU for all the national and international participants. The day ended with delicious dinner and Cultural night that will always memorable for all participants and management of Sukkur IBA University.



2ND day of ICEBM 20th April 2019

Mr. Zard Ali khan

Co- Host



Mr. Zard Ali Khan co-host of ICEBM welcomed all the participants and faculty of Sukkur IBA University. He said we entered in the day two of ICEBM. The first day was very productive. We had an opportunity to listen to and interact with the renowned and eminent scholars and we made a lot of progress in the day. The day ended with a memorable Gala dinner and cultural night. Moreover proceedings moved towards second day of conference!

KEY NOTE SPEAKERS

Dr. Usman Raja

Professor Goodman School of Business, Brock University



Dr. Usman Raja holds a Ph.D. in Organizational Behavior from John Molson School of Business, Concordia University Canada. He has over seven years of industry experience in Pakistan as well as ten years of training and teaching experience in Canada and Pakistan in universities such as Concordia, Lahore University Management Sciences (LUMS) & University of Management and Technology. While working at LUMS, Dr. Raja was actively involved in conducting executive training at their Rousing Executive Center. He is an accomplished researcher with research publications in internationally acclaimed research outlets in the areas of Personality, Job design, Organizational Justice, Psychological Contracts and Job Stress.

Mr. Usman Raja Views

He thanked to the management of Sukkur iba and hospitality of management.

TOPIC: Strategies for sustainability and well-being at workplace: Asian perspective

Sustainability is creating a organizational that makes the best use of people resources, it refers you organizational practices that support employees in engaging an remaining in work through your an extended working life..

There are four aspects and systems of sustainability:

- 1- Environmental
- 2- Economic
- 3- Social
- 4- Human

Social is treated at broad and human is treated at individual level. My focus is on human. In terms of human aspects the wellbeing of people how happy they are how stress they are taking and how they adjusted are good health and well-being is creating well-being of the people. A good sustainability has good well-being and health.

Well-being is viewed as comprising of two domains” various personal life and work satisfaction enjoyed by individuals (i.e. satisfaction or dissatisfaction with social life family life recreation and spirituality and so forth)

Work is related to satisfaction (satisfaction or dissatisfaction with pay, promotion opportunities, the job itself, coworkers and so forth.

- The link between sustainability and wellbeing
- Organization that are people centered undermine their capacity to attain and maintain quality standards high performance and competitiveness.
- Success is no longer simply based on short term capital investments or sales but increasingly depends on employees well-being human capital and the development of human capital to ensure
- There is inconclusive evidence on the direction of causality that exists between well-being and sustainability.
- We lost our patience.

Major reasons: For declining in Well-being: Asian perspective

Developing countries like Pakistan face greater risk of employee well-being because of

- Lack of resources
- Heavy workloads
- Job insecurity

- Lack of control and job autonomy at work
 - Poor employment conditions
 - Poor communication practices
 - Perceived organizational politics
- Class example minimum wage we have law but don't follow
- Poor application of human rights and employment laws

In some industries they are bad poor communication practices. Because of factors there is problems occurs.

For example in human rights in Pakistan I every time found with in sect religion martial children wife status I get found anywhere else in development they would ask me religion caste age my marital status If it is not related to my job then why they ask it.

There are some negative effect of low wellbeing for individual

Reduced employee productivity and morale, increased personal problems , poor health and psychosomatic issues, high turnover and absenteeism, poor organizational profitability , high cost due to turnover and absenteeism , poor market image/good will /reputation , lawsuits/legal costs.

What do we do? There are few things that I think to do

- Overall culture should be changed
- Building positive organizational culture

Research suggested that supportive organizational cultures and ethical climates promote well-being and long term sustainability. We have to bring positive change. In terms of the Asian context a climate where ethics equality y and peer sharing is center stage enhances well-being and sustainability. Social support mechanism may improve the quality of well-being

ROLE OF LEADERSHIP:

How you create the culture for that leaders is must. Studies highlights that transformational leadership, authentic, ethical and benevolent leaders promote employees psychological well-being In the Asian perspective leaders should involve subordinates genuinely share information increase their

Training interventions to nurture positive organizational behaviors

Research in the domains of positive organizational behavior and positive psychology suggests that strengthen the positive human capacities such as psychological capital enhances organizational performance and positive culture. We have laws but we do not follow because we do not trust. Various training interventions have been devised to foster positive characteristics among the employees In Canada my organization is paperless everything is in computerized.

Designing and implementing appropriate compensation strategies

Employee perception of organizational justice promotes well-being and sustainability.

Ensuring thorough job analysis and leveraging job control

Research suggests that when employees are given detailed job description with appropriate performance standards and clear role requirements it leads to better employee well-being.

Organizations should see what amount of job complexity and challenge should be provided to individuals at work.

Balancing work and family life through sustainable career management

- Heavy workloads, excessive time pressure and insecure employment take a toll on employees

Improving and type and quality of communication

What is you are saying what is you means people should understand

- Open honest and updated information sharing with employees on a continuous basic are productive for employee well-being.
- Organizations in the Asian context should increase the chances and frequency of communication at all managerial levels. Performance appraisal feedback should be shared with employees. Knowledge management systems should be strengthen.

Refining interpersonal interaction at work

- In civil environment work palace bullying, ostracism supervisor

Future revenues for well-being and sustainability:

- Responsibility for academicians to design academic programs that specifically cater to occupational health and psychology
- In an effort to do this, faculty must contribute in the development of curriculum to create awareness of faculty and students in the areas of well-being and sustainability
- Education programs and seminars should be arranged
- The study of well-being at work is a multi-disciplinary area of research interest , spanning of number of disciplined including economics industrial and organizational psychology, anthropology , sociology
- There is need to understand whether existing theories to related paradigms
- Transparency and accountability mechanism should be developed so as to promote well-being
- Ethical climates should be ingrained so as to combat corruption and ethical practices

Dr. Jawad Syed

Professor Suleman Dawood School of Business, LUMS



Dr. Syed obtained his PhD in Business from Macquarie University, Australia in 2008 and completed a Postgraduate Certificate in Higher Education at the University of Kent, UK. He also attended Institute for Management and Leadership in Education (MLE) at the Harvard University Graduate School of Education. His PhD research inquired into the relational perspective of cultural diversity management in Australian organizations. Prior to that, he received a Masters of International Business degree from the Western Sydney University, Australia.

Dr. Syed is an Academic Fellow of the Chartered Institute of Personnel and Development (CIPD), UK and Programme Chair of European Academy of Management's (EURAM) Gender, Race and Diversity in Organizations (GRDO) Special Interest Group. He is a director of the Global Centre for Equality and Human Rights (GCEHR) and coordinator of the South Asian Academy of Management (SAAM). He has been associated with University of Huddersfield as Professor of Organizational Behaviour and Diversity Management since 2014. Dr. Syed was conferred the Sitara-e-Imtiaz on August 14, 2011 by the President of Pakistan for his contributions and public service in the field of equality and diversity management.

Dr. Jawad Views

Dr. Jawad thanked to all and vice chancellor of Sukkur IBA University Nisar Ahmed Siddiqui to call him on this conference. This event is basically linking hot spot scholars. He said, I am here to talk about Indigenous Community.

In his views, he said unless we engaged in indigenous community in a meaning full way with indigenous way. In order to creating local communities they have to engage and Pay tribute to Indus valley and civilization in Sukkur.

Dr.Jawad expressed his views that In April 1970 at the Australian academy of science conference on education and the nevipmental crisis it was argued that

The suggestion that all our problems will have solved through further scientific research is not only foolish

The very notion abundant in Sindh our indigenous culture with abundant.

The monsoon has staged a comeback and doomed cloud

The lighting too has accompanied it to bring rain to the earth

Some of the lighting left for Istanbul and some turned towards the west it glittered over china also and some covered Samarqand

Some of it went to Rome and some wandered to Kabul

It is now increasingly recognized that environmental issues are especially important for indigenous communities whose relationship with the natural environment often comprised cultural and spiritual dimension. Scholars have also appointed toward the exploitation of indigenous people in My aim is to develop a conceptual framework to describe diversity for sustainability.

This frame work highlight the usefulness of the participation of indigenous workers in developing organizational sustainability.

I adopt freeman definition of stakeholder any group or individual who can affect or is affected by the achievement of the firm's objective which provides the core boundaries of what constitutes a stake that seem from their angle indigenous people.

Indigenous people and tribal areas

Culture capital: In theorizing indigenous people resourcefulness for environmental sustainability it is relevant to refer to the notion of cultural capital which is based on a recognition of knowledge of systems of meaning.

Many scholars recognize indigenous environmental; knowledge as a ultimate field of environmental expertise. This is the important that knowledge is not lost. UNEP report emphasized the fact. The connection between cultural and biological diversities: previous research has highlighted a quickening pace of loss of the growth. In Australia the river Murray parliamentary committee identified resource degradation in the Murray darling basin a ultimately a social culture issue It noted that the previous technical and structural issues. The outreach was an important element of the proposed program

In his views, rural community especially the school going children in such areas were identified as the most vulnerable situation

Study about Sindh: In British era how Sindhi people in Indus valley coexisted in a sustainable way. They used the river water for irrigation as well as for the transportation of agricultural products. In his study of colonial flood control and knowledge systems in the Indus basin during the British colonial rule will highlight their process by which environmental managers of the British colonial empire in India created a bureaucratic and technology oriented mental landscape that profoundly affected the physical landscape

Weil study reveals the extent and usefulness of local knowledge of the people living along the Indus watershed in dealing with floods. He refers to the evidence of pre British system of embankment and diversion to many sites along the Indus Ravi and Sutlej.

Weil notes that: Dera Ghazi Khan once had to throw down the defensive wall that surrounded the town in order to keep the water out. Thereafter the town was moved about four miles from the river

The approach also allowed the local people to benefit from the flood control

Power and inequality: The capitalization of culture for organizational purposes usually focused on sustainability of organizations profits a market not sustainability of indigenous way

Diversity management and ingenious workers as stakeholders: Diversity management may be defined as an organization's active investment in the integration.

Diversity for sustainability: the foregoing review suggests that indigenous knowledge of biological diversity and instability may remain ignored in organizations unless there is a critical analysis of power dynamics between the stakeholders. To achieve the diversity for sustainability it may be useful to consider.

CONCEPTUAL MODEL

He played a key role stakeholder influence and environmental concerns there are diversity management which is connected on employment and inclusion of indigenous people their involvement and participation

Conclusion:

The focus of much of the previous work on environmental sustainability has been upon the integration of ecological biological He concluded with final thoughts of value indigenous voices by Shaikar Shuja Abadi.

Dr. Asad Zaman

Vice Chancellor, Pakistan Institute of Development Economics



He finished his Ph.D. in Economics from Stanford University in another three years from 1974 to 1977, picking up a Masters in Statistics along the way. Joseph Stiglitz, Kenneth Arrow, and Robert Aumann were among his teachers. He was unique in taking first year graduate sequences at Economics, Mathematics, and Statistics simultaneously. This was because he planned to do my doctorate in Econometrics, which required knowledge of all three fields. Bradley Efron tried to tempt him into switching to Statistics, but he felt the Economics had broader applicability. Like most of his fellow graduate students, He was an idealist and wanted to use economics to change the world for better. However, the Ph.D. training turned us into materialists, valuing careers and professions over social relations. Only much later, with a lot of guidance and life experience was he is able to unlearn this lesson – see The Power of Ideas.

He did a post-Doctoral year at the Center for Operations Research and Econometrics (CORE), at the Universite Catholique de Louvain, Louvain-la-Neuve, Belgium from 1977 to 78. Economic theories say that the value of our labor depends on how the market prices the product. The vaunted European culture, sophistication, savoir-faire and savoir-vivre did not suffice to teach me that this is wrong: it was only much later that he learned The Value of Human Lives

Dr. Asad Zaman Views

In his speech, he talked on **Inclusive growth** that advances equitable opportunities for economic participants during economic growth with benefits incurred by every section of society. He said, although we are liberated but not. The process of colonization of the world is not primarily a political part it is the consent of the mind..

Karl Marx Capitalist that we do not have physical power and there is no fair and justice system. Capitalists work by the willing assent of the laborer to be exploited. Moreover, Colonization works by willing consent of the colonized and Political liberation has been achieved but mental slavery continues. The door are open but we have a theory of learned helpless. The illusion of foreign expertise is the greatest obstacle of our progress. We are completely ignorant and we are learning with the citation of foreign scholars and researchers. Our local knowledge is no meaning. Instead of solving our own problems we rely on the advice of economic hit men. Their interest is to exploit us not help us.

Macaulay children : creation of coconut class education continues as before same class still rules We must at present do our best to form a class who may be interpreters between us and the millions whom we govern as class of persons Indian in blood and color but English in taste, in opinions, in orals and in intellect to that class we may leave it to refine the vernacular dialects of the country to enrich those dialects with terms of science borrowed from the western nomenclature and to render them by degrees fit vehicles for conveying economic.

There are however huge opportunities for inclusive growth in the country. The burgeoning youth population, if provided skills and capacities, will not only drive growth, but their participation will also make it more inclusive for two reasons. First, they constitute the largest population segment. Second, like women, they have not fully benefited from the growth process thus far. Youth unemployment is higher than the overall unemployment rate in the country.

How to control mind? We have a theory and explain it through theory people adapt theory and there is a positive theory it has no objective context factual. Economic theory claims to be positive it is a fact a purely normative theory: The central goal of economics is to justify the exploration of labor. The marginal product of labor and marginal product of capital These notions are meaning less in a fixed proportion production function. They are also incoherent for many other reason. However, Economic theory is designed to blind dis to essential realities.

In his views, The Central problem of economics is achieving full employment providing productive jobs for all enabling entire population to participate in the economy is the key to elimination of poverty. Instead of capitalists economics diagnosed the wrong problem, in order to engage us in the wrong approach which actually benefits the rich and powerful.

First create growth then distribute the spoils to the poor to eliminate poverty. Mahbulul haq clearly articulated the opposite position human being are the means and ends of growth provide an enabling environment and let the people create growth.

Central obstacle inherited colonial institution and mindsets

Mindset: Eurocentric designed to justify brutal conquest Libya Iraq weapons allies

- Institutional structure designed for extraction
- Development and lack of it are opposite sides of the same coin
- Eurocentric narrative: white man's burden and the civilizing mission
- Counter narrative required for liberation

In Sindh especially advance in learning how British destroyed the local educational structures. In order to understand how we think the process took place in Europe. How European the way they think.

Polanyi: the great transformation

- Social responsibility to individualism
- Dissolving fabric of society
- Islamic societies provided for basic needs of all citizens without market
- Today commercializing processes at a rapid pace both mentally and institutionally

Market society changed everything in Europe. Traditional society ruthlessly destroying the society market. The more drastic process we are moving toward value society to commercialize the society.

Islamic Revolution:

- Took ignorant and backwards Arabs to world leadership
- Launched a civilization that enlighten the world for a thousand years
- Counter to Eurocentric history : the enlighten Quran Jefferson Quran
- All light that exists today can be tracked back to the root of Islam

GLORIES OF OUR ANCESTORS-VERY LAME DOES ISLAM HAVE THE SAME POWER TODAY?

Everything good in Islam has been absorbed by the west Marxist approach is about External revolution and Islamic Approach is about Internal revolution.

In his speech, he explained that there is a Central problem. How to transform the hearts of men? It Create generosity, cooperation, social responsibility. Entanglement : those who struggle in our cause we will guide them to our pathways

Key practical Suggestion: A good guarantee program

All who wish to work are offered productive employment

- Biggest obstacles come from economists
- How to do it? provide education and job skills capitalist mindset
- Where we will finance it?
- Keynesian answer deficits

In last, he said: Jobs that we are giving on social level how the economic technical care are handled. You give the job and trust them and social pay is very much as compare to market jobs.

Dr. Arif Iqbal Rana

Associate Professor Lahore University of Management Sciences (LUMS)



Dr. Arif is heading the Family Business Initiative at LUMS. Previously he had spearheaded the SME Pulse Initiative as well as the Textile Productivity Initiative. He was also the Director of the Entrepreneurship Small and Medium Enterprise Centre (ESMEC) for almost a decade. Arif has been a consultant to a few Pakistani businesses in the area of Family Business, Productivity Improvement and Inventory Management. He has also been consultant/academic advisor for a couple of universities, where he helped in developing and implementing new systems for faculty evaluation and development, in addition to upgrading the curriculum and facilities. He has taught in the MBA program as well as several executive programs in the areas of Operations Management, Decision Making, Supply Chain and Retail Management, and Family Business. Arif has published papers in Supply Chain Management: An International Journal, The Journal of Small Business and Enterprise Development, Computes & Operations Research, European Journal of Operations Research, Journal of the Operational Research Society, and Malaysian Journal of Small & Medium Enterprises. He has also written/supervised over fifty case studies..

DR. Rana Views

Dr. Arif Rana expressed his views and talked on topic: **Case Studies and Applied Academic Research**

The case study teaching method is a highly adaptable style of teaching that involves problem-based learning and promotes the development of analytical skills. Basically, a case study is an in depth study of a particular situation rather than a sweeping statistical survey. It is a method used to narrow down a very broad field of research into one easily researchable topic.

Impact of OR.MS on society

Marshal Fisher came up with the method ORSA.TIMS. In 2004 Hong Kong why our area are we are not able to help the society, physical and medical. Our areas are not much capacity and practical applications. Most of our problems borne in our real life it is born in our offices. Difficult to think law professor who does not go in court in month once more doctor in hospital not go

How to remedy them

Basically in most of the world on area is theory building and other is quantitative rigor. Case study is no theory building and case study have no quantitative rigor. In my case personal benefits. It is the research does not have the theory building. No theoretical work. Empirical work, Established theory /framework. Through the data and theory it work. If you want to theory to be applied go find out through the case study method. Try to find out the solution.

In last, He thanked to organizing team of organizing ICBEM team to invited him.

Awards Distribution

After the keynote speaker views souvenirs were distributed among the all key note speakers Dr. Usman Raja, Dr. Jawad Syed , Dr. Asad Zaman and Dr. Arif Iqbal Rana by the Vice-chancellor Sukkur IBA University Prof: Nisar Ahmed Siddiqui,



Panel Discussion

Moderator Dr. Sheeraz Rajput



Topic: Inclusive Economic Growth

The panel discussion on day two was moderated by Dr. Sheeraz Rajput on the topic of “**Inclusive Economic Growth**”. The panelists included Dr. Asad Zaman, Dr. Kaiser Bengali, and Dr. Zafar Hayat. The parallel sessions covered a range of topics including role of monetary policy, macroeconomic variables and stock prices, industrial policy, relation between stress & performance and much more.

Moderator: What is inclusive economic growth mean for us?

Asad zaman: Today is enormously beneficial small class people these are financial elite weapon industry certain groups called top one person they run the planet. USA is slave which is rich and powerful the public exploits as they rest of the world it is important to now that 60 people run the planet. Intermediaries bottom line top and middle 90 percent is rich people. Because maintaining the system of depletion very respected general wrote about the fraud that takes place in war people are incite for noble cause this is the way the world there is small lobby which is extracting the growth.

It is the question of how to overcome inevitable resistance that provides more power to the poors. Ideas are to create anyone have right solution to come up with everybody in our country have participated with this is one of the key proposal. There are millions of people are unemployed.. Why because it is the interested of wage of people are low.

Moderator: Is this really possible to talk about inclusive growth to think about Pakistan is already struggling to achieve economic growth?

Dr.Kaiser Bengali: This term behind a statement every word, he said it is correct all model that developed it is going from all the days and it is happening. 1400 years back this came Muhammad bin qasim when arrived in Sindh so raja dahir set the date we cannot set start the data that education is from the beginning. There is power struggle USA is leading the exploitable world. West and America did whatever killing we also did it same and Afghanistan is also doing for our interest. We also killed many people of Afghanistan in past for the sake of interest. Through the objective view inclusive means when growth is occurred profits and wages distribution. What happened? if national income is occurred in profits through the government of Zia u haq social content is finished and diminished from the day hi government arise. We have financial and problems that arises. We can eradicate the unemployment it is possible because we have abundant resources. In Baluchistan there is 15 lac families half have already have job. In Pakistan it is also possible. People have bring first. Hunger can mitigated, illiteracy can be addressed in 5 years. Power structure cannot give us permission even work is already being started.

In his views, he said: We make two economies one is civilian and one is economy of army. There is rich land absorbed by the army. If we do not have contact with army we cannot do anything. He defend IMF they have two requirements. Budget deficit and current account deficit. Inclusive growth to achieve we just to minimize the budget deficit we have to reduce the taxes we take the decision by giving force and burden to rich people and reduce the burden of poor people.

Moderator: If in short run government is desired to right now decreased the government spending and increased the taxes. Until we go fir the reforms that will result in high inflation and effect the life of people negatively? How do you say IMG role in inclusive economic growth?

Dr. Zafar Hayat:

Personal views of inclusive growth that IMF is playing role .In order to structure he divided the role of IMF into three major areas or situations

One is stabilization of state of currency that IMF is called the role priority the IMF

Second, when situation is normal it can help u strengthen the institution that can does by capacity building to institution can deliver role inclusive growth. Particularly in context of Pakistan he build the demographics of the country in which roughly 40 percent is living beyond the poverty line and 20 percent is closed to the line. Any macro policy cannot devise properly and push the vulnerable exclusion of the society.

In his views, he said Country is in a challenging situation the trust of IMF and role of IMF is to minimize the incidence of stabilization the bad effects to that segment of the society. IMF have couple of macroeconomic indicator.

O4 other scenario: you have to adjust the economic stable with in the 3 years either good or bad practice. Now the target t is to bring the economy back in the situation. Which we cannot be sustained

One situation is Inflation is increased and it is expected to be high. What can best policy of the IMF to preserve the segment of the society from inflation. I want to give the few numbers exceed the certain level it will affect the 5 % level that is very crucial

High inflation that more exclude the vulnerable segment of the society and more hurt its growth... so then the best is you could central bank could at the most and bring it down.

Basically the first thing is to reverse the tragic the central bank to be very decisive it has to control because it is hurting the growth and segment of the society that's why the role IMF role is crucial .IMF tends to make bring about the focus on crucial indicator it directly and indirectly reduce the inclusive of growth incidence of the situation is minimized..

Moderator: Pakistan GDP ratio what the taxes design for Pakistan? Investors are negatively affecting the government policies can we create the win win situation?

Asad zaman: We are using the taxation scheme by colonial and ruthless management if we cannot get money then FBR will get. Inclusive participation people are eagerly willing people want to help and they have no projects are applied that are beneficial. Basic problem is coconut class people do not want to participate.

Moderator: Why the world move from to inclusive growth whatever government is doing we are becoming victims of government decisions.

Kaiser Bengali: sector wise tax GDP of agriculture 5% 6 services manufacturing 12 %. It has high primary job providers. Manufacturing is providing jobs revenue increase question. Every finance minister factories are closing down and which factories are working they are producing in low. There is no revenue growth. Over last 30 to 40 years we underline the economic base we cannot meet the target because the process of budgeting is not wrong not wright. We make budget first then we see the condition of IMF how much we require for deficits. FBR is not meeting the targets. The main source of tax is that we did not take tax from them. Those people who purchase 25 lac car every year but did not give or paid the tax.

Government did not imposed condition on IMF. if there is problem of fiscal deficits and public entities suffers loan of annual basis .if fiscal deficit from that level to this level it does not specific

they are the team of 7 to 8 people they cannot fix and come the on the basis of economic indicators. Government is to think out the way

Question session

Audience: from where the process start of inclusive growth because UNDP is already from where to start the process of inclusively?

Asad zaman: we have to empower community look at job those are socially valuable

Zafar Hayat: Most of the problems due to growth obsession government achieve the higher growth because every economy have the potential to growth higher than equilibrium process is to create imbalances. To stabilize the economy so much damages on the economy in terms of high inflation and exports and import. The nations need s to get rid of growth obsession. We need to growth number in education sector and health sector basic fundamental. The population is signification contributed growth. We have lot of population because in that process what the policy do the job of monetary policy is not create cycles but to kill the cycles and eradicate the inflation or stable the currency.

Parallel Sessions

After Awards distribution and Lunch break Parallel sessions of day two of ICEBM started in different rooms of Academic Block 2 in which remaining research papers & case studies were presented in front of panel and certificates were distributed among the participants.



Certificate of Participation



Closing Ceremony



In the closing ceremony of our 3rd International Conference on Business, Economics, and Education Management, ICBEM. The Registrar of Sukkur IBA University, Engr. Zahid Hussain Khand gave the closing remarks of ICEBM. He thanked to all the national and international key note speaker who came here and being with us for two days. He said, Sukkur IBA taken a big initiative and he hoped that all enjoyed here and learned. Engr. Zahid Hussain khan appreciated all the participants who participated in research papers and case studies. Moreover, Vice Chancellor Prof. Nisar Ahmed Siddiqui, Sitara-e-Imtiaz gave closing remarks of this two days conference.

Awards Distribution

At the end of day two souvenirs were distributed among all discussants, faculty and management team of ICEBM who helps in making the conference successful.



Conclusion

Sukkur IBA University organized the 3rd International Conference on Business, Economics & Management on April 19 to April 20, 2019. The theme of the two-day conference was "**Strategies for Sustainability and Well-Being at Workplace: Asian Perspective**". The pre-conference workshop for International Conference on Business, Economics & Management 2019 was organized from April 17 to April 18, 2019. The workshop was divided into two modules. The first module was on "**PLS - SEM Using Smart PLS 3**". While the second module was on "**How to Publish in Top-Tier Journals**". The facilitators included Dr. Usman Raja, Brock University, Canada, Dr. Saima Naseer, IIUI, Islamabad, Dr. Abbas, FAST, Islamabad, and Dr. Waheed Umrani, Sukkur IBA University.

In two days of conference, Prof. Dr. Niaz Ahmed Bhutto welcomed all the guests and participants and thanked them for travelling all the way to Sukkur from various parts of the world. A total of 160 research papers were submitted, out of which 90 papers and 33 cases were presented throughout the conference by national and international participants. Vice Chancellor Sukkur IBA University, Prof. Nisar Ahmed Siddiqui, in his welcome address said that human beings have always had uncertainty in their lives but the uncertainty that we have in today's disruptive era is unimaginable. He added that Sukkur IBA University is making all possible measures to cope up with the challenges of the rapidly changing technologies, so that, students are abreast with them. The first day included various keynote speakers, a panel discussion, and various parallel sessions. Dr. Severine Minot, Habib University, gave her keynote speech on the title "**Gender Balance in the Workplace: Harnessing Emotional Intelligence across Gender Boundaries**". She highlighted the importance of eliminating gender biases and creating a gender balance in the workplace for better results. Dr. Syed Zahoor Hassan, Professor, LUMS, talked on the "Importance of Case Method in Business Education", in the light of sustainability. While Dr. Abdul Halim Abdul Majid, University Utara Malaysia, also shared his views on the theme of the conference. The chief guest, Dr. Kaiser Bengali, highlighted the importance of creating a workplace safety culture. The panel discussion centered on the idea that "our own happiness is short-lived if we achieve well-being of our generation at environmental expense of future generation". The session was moderated by Prof. Dr. Sarwar Azhar. The panelists included Mr. Hassan Daudpota, Entrepreneur; Mr. Mudassar Zaidi, Entrepreneur; and Dr. Irfan Hyder, Rector IoBM. They discussed the environmental implications of businesses running amok without considering what their business practices are doing to mother Earth. The parallel sessions on both days covered a range of topics including impact of taxes, CPEC, transformational leadership, capital inflows, role of online shopping, women empowerment, aggressive behavior in university students, informal financing and much more.

The second day of the conference started with a keynote speech by Dr. Usman Raja, Brock University, Canada. Dr. Arif Iqbal Rana, LUMS, was also among the keynote speakers. Dr. Jawad Syed, LUMS, shed light on "**Diversity for Sustainability**", while, Dr. Asad Zaman, Vice Chancellor PIDE, talked about "**Inclusive Growth**". The panel discussion on day two was moderated by Dr. Sheeraz Rajput on the topic of "**Inclusive Economic Growth**". The panelists

included Dr. Asad Zaman, Dr. Kaiser Bengali, and Dr. Zafar Hayat. The parallel sessions covered a range of topics including role of monetary policy, macroeconomic variables and stock prices, industrial policy, relation between stress & performance and much more. During the closing ceremony, co-chair conference, Dr. Waheed Umrani, thanked all the participants and organizers for making iCBEM 2019 a success. In his closing remarks, the Registrar Sukkur IBA University, Engr. Zahid Hussain Khand, talked about Sukkur IBA University's efforts at creating an environment of sustainability, which includes running the campus on solar energy, funding faculty and staff's higher education and more.

In last, the post-conference workshop for International Conference on Business, Economics and Management 2019 took place from April 21 to April 22, 2019. The workshop focused on the **practical uses of the data management software STATA**. The facilitator, **Dr. Mujeeb-ur-Rehman Bhayo**, is a faculty member of Sukkur IBA University and has conducted various training workshops on STATA. The post-conference workshop taught participants about data management, time-series data analysis, and panel data analysis through STATA.