

Resume

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Department of Commerce

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RESUME

DR. KHURSHEED AHMED BUTT
Date of Birth: 21 - 09 - 1961



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OBJECTIVE:

To Pursue a Career in Teaching, Research & Academic Administration.

SPECIALIZATION:

Major: Accounting, Financial Management
 Investment Management,

Minor: Small Scale Industries and Entrepreneurship
 Development

ACADEMIC QUALIFICATIONS

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| Ph. D. : | (1997) Dissertation entitled “Industrial Sickness in Modern Small Scale Industries in J&K State”, University of Kashmir, India.
Major: Finance
Minor: Industrial Sickness |
| M. Phil.: | (1990) Dissertation entitled “Agricultural Marketing In Kashmir Valley” University of Kashmir, India. |
| PG.DBA: | (1987) With 1st Division, University of Kashmir.
Major: Finance |
| M.Com: | (1985) With Ist. Division, University of Kashmir.
Major: Finance
Minor: Accounting |
| B. Com.: | (1983) With 2nd Division, University of Kashmir.
Major: Accounting |

TEACHING EXPERIENCE

I have more than 29 years of teaching experience during which I have taught both at Post-graduate & Under-graduate levels to the students of M. Com, MBA, MFC & BBA. I have also guided M. Phil and Ph. D. Scholars. I have been a visiting faculty to many Management Training Institutions where I am regularly conducting training sessions in management development programmes & entrepreneurship Development. **To my credit is also an International Experience in Teaching, Research and Academic Administration.** I have worked as Professor & Associate Professor respectively in 2 prestigious institutions of higher learning in United Arab Emirates (UAE) for 3 years. A detailed account of my teaching experience is highlighted as under:

- **Professor**, (March 2005 – Present) Dept. of Business & Financial Studies, University of Kashmir.
- **Associate Professor**, (March, 1997 – March 2005) Department of Dept. of Business & Financial Studies, University of Kashmir, India.
- **Assistant Professor**, (August 1992 - Feb. 1997) Department of Commerce, University of Kashmir, India.

International Experience: Teaching

- **Associate Professor, Accounting** (Sept. 2000 – August 2002) Sharjah College, (An Affiliate of American University of Asia, Washington, D.C., USA) Sharjah, UAE.
- **Professor**, (Sept. 2002 – August 2003) Dept. of Accounting & Finance, Centre for American Education, (An Affiliate of Southern New Hampshire University, USA), Dubai, UAE

RESEARCH EXPERIENCE

I have more than 32 years of research experience in the capacity of a Researcher & Research Supervisor. So far I have worked on 2 Sponsored Major Research Projects & have guided many M. Phil & Ph. D Scholars. To my credit is also the experience of working as a Chief Editor, Editor & Associate Editor respectively of a Research Journal. A brief account of my research experience is given as under:

Sponsored Research Projects Undertaken

- Completed a UGC Sponsored 2- year Major Research Project Entitled “**Evaluation of Entrepreneurship Development Programs in J&K State**” For completing this project UGC has provided a Financial Assistance of **Rs Two lakhs and Sixty Thousand.**

- Worked on ICSSR Funded 3-Year Major Research Project Entitled, “**Industrial Sickness in Modern Small Scale Industries in J & K State**”. To complete this project, ICSSR has provided a Financial Assistance of **Rs Five Lakhs, & Fifty Six Thousand**.

Research Degrees Supervised

So far, under my supervision 6 Ph. D. & 5 M. Phil Degrees have been awarded & at present 8 Ph.D. Scholars are working under my Supervision. The research areas on which degrees were awarded & presently working Include:

Ph. D:

- Financial Analysis of Municipal Corporations in J & K State
- Evaluation of Entrepreneurship Development Programs in J&K State
- Performance of Shairah Compliant Stock Market Indices: A Cross Country Comparison
- Entrepreneurial Competencies and Business Success: A Study of Entrepreneurs of Jammu & Kashmir.
- Impact of Mergers and Acquisitions on Operating, Financial & Wealth of Select Companies in India.
- Spillover Effects of Stock Split: An Analysis of Liquidity and Volatility

M. Phil:

- Corporate Dividend Behavior in India: A Study of Select Companies.
- Determinants of Debt- Equity Mix: A Study of Select Companies
- Market Timing, Stock Selectivity and Performance of Mutual Funds in India
- Management of Finances by Jammu & Kashmir State
- Assessing Entrepreneurial Intension Among University Students in Kashmir Valley

On Going

- Performance of Islamic Banks in select Countries: An Analysis
- Fiscal Policy and Macro Economic Development in India
- Relationship Between Macroeconomic Variables and Stock Market Performance: Evidences from Emerging Economies (EM7).
- Testing the Validity of Technical Analysis in Indian Stock Market.
- Performance Analysis of Jammu & Kashmir Entrepreneurship Development Institute.

Experience of Editing Research Journal

- **Chief Editor**, (2015 - 2018) “The Business Review”, Journal of the Faculty of Commerce and Management Studies, University of Kashmir India.
- **Editor**, (2006 – 2009) “The Business Review”, Journal of the Faculty of Commerce and Management Studies, University of Kashmir India.
- **Associate Editor**, (2003 – 2006) “The Business Review”, Journal of the Faculty of Commerce and Management Studies, University of Kashmir India.
- **Associate Editor**, (1998- 2000) “The Business Review”, Journal of the Faculty of Commerce and Management Studies, University of Kashmir India.

ADMINISTRATIVE EXPERIENCE

I have around 15 years of experience in Academic Administration in different capacities like; Registrar, Dean of Faculty, Director of a Satellite Campus, Head of the Department, Chairman of the Boards of Post-graduate & Under-graduate Studies, Chairman, Campus Placement Cell, Chairman, Campus Sports Committee, Chairman, Financial Reforms Committee etc.

I have worked as Registrar, University of Kashmir which has around 3000 employees and a total annual budget of around Rs 300 crores. Registrar is a key administrative position in the university administration, next to Vice Chancellor. I have also worked as a Director of a Satellite Campus which is one of the top most positions in the University System and as a Director, I was discharging the responsibilities of the formulation of policies, plans and programmes for the campus development and coordinating with top most authorities in the university and the government. In addition to this, my role was to provide an overall leadership to the different stakeholders of the campus to achieve the all-round development of the campus. A brief Profile of Different Administrative Positions held so far is given as under:

- **Registrar**, (May, 2017 to August, 2018) University of Kashmir, Hazratbal, Srinagar, Kashmir, J & K State
- **Dean, School of Business Studies**, (May, 2015 – May, 2018) University of Kashmir, Srinagar, Kashmir, India
- **Director, South Campus**, (Nov. 2009 – July, 2013) University of Kashmir, Srinagar, J&K State

- **Head, Dept. of Accounting & Finance**, (Sep. 2002 - Sept. 2003) Centre For American Education, (An Affiliate of Southern New Hampshire University, USA) Dubai, UAE.
- **Head of the Dept.**, (Oct. 2006– Oct.2009) Department of Business & Financial Studies, University of Kashmir, Srinagar J & K State.
- **Chairman Board of Undergraduate Studies in Commerce**, (2006–2009) Board, University of Kashmir, Srinagar, J & K State.
- **Chairman, Board of Post-graduate Studies in Commerce**, (2006–2009) University of Kashmir, Srinagar, J & K State.
- **Chairman, Board of Post-graduate Studies in Finance**, (2006–2009) University of Kashmir, Srinagar, J & K State.
- **Chairman, Campus Sports Committee**, (2008–2011) University of Kashmir, Srinagar, J & K State.
- **Chairman, Central Placement Cell**, (2005 – 2008) University of Kashmir, Srinagar, J & K State,
- **Chairman, Corporate Relations and Placements for MFC Programme**, (2005–2006) Department of Commerce, University of Kashmir, Srinagar, J & K State
- **Assistant Coordinator, Study Center**, (1999 – 2000) Indira Gandhi National Open University, India.
- **Coordinator, M. Com. Program**, (1998 - 2000) Department of Distance Education, University of Kashmir India.

Membership of Professional and other Bodies

I have the privilege of being the member of **Apex Decision Making Bodies** of Kashmir University like; University Council, University Syndicate, University Finance Committee, University Building Committee & University Academic Council. Besides I have been part of different Academic & Administrative Committees either in the capacity of a Chairman or a Member, some of which include:

- **Member, University of Kashmir Council (2015 - 2018)**. It is the highest decision making body of the university, chaired by Hon. Governor of J&K State. Other members include Chief Minister, Education Minister etc.
- **Member, University Syndicate, University of Kashmir (2015 - 2018)**. It is the second highest decision making body of University of Kashmir.

- **Member, Finance Committee, University of Kashmir (2015 - 2018).** All decisions related to the Finances of the University are taken in this committee.
- **Member, Building Committee, University of Kashmir (2015 - 2018).** All decisions related to construction projects are taken by this Committee.
- **Member, Finance Committee, Jammu and Kashmir Board of School Education (1918 - 2022),** Govt. of Jammu & Kashmir. The annual budget of the Board is debated and approved by the committee.
- **Member, Academic Council, University of Kashmir, Srinagar (2006 – 2014 & 2015 - 2018).** All the policy decisions related to academics of the University are debated and decided in the council.
- **Member Academic Council, Jammu University (2015 - 2018).** All the policy decisions related to academics of the University are debated and decided in the council.
- **Member, Board of Advanced Studies & Research (2020-2021),** Aligarh Muslim University. All the academic decisions of the Faculty of Commerce are deliberated and decided in the board
- **Member Board of Management Studies, Indraprasta University, New Delhi (2015 - 2018).** All the academic decisions particularly framing of course curriculum/syllabus of the Dept. of Management studies of the university are taken by the board
- **Member Board of Studies in Commerce, Indira Gandhi National Open University, New Delhi (2015 - 2018).** All the academic decisions particularly framing of course curriculum/syllabus of commerce stream of the university are taken by the board.
- **Member Board of Studies in Commerce, Central University of Kashmir, Srinagar, Kashmir (2020 - 2022).** All the academic decisions particularly framing of course curriculum/syllabus of commerce stream of the university is taken by the board.
- **Member of the working Group Constituted by the Govt. of Jammu & Kashmir (2006 – 2011).** The working Group was constituted under the Chairmanship of Economic Advisor to the Govt. of Jammu & Kashmir to advise to the Govt. and to Formulate Policy Measures for achieving Sustainable Industrial Development
- **Member, Management Committee, Entrepreneurship Development Cell, (2007-2010)** University of Kashmir, Srinagar, J & K State.

- **Convener, J & K Economic Forum (2009 – 2011).** The forum was constituted by the University of Kashmir for the purpose of organizing debates, seminars, workshops & research on various issues confronting the State Economy.
- **Member of the Academic Council of Baba Ghulam Shah Badshah University, Rajouri, J & K State, India.** (2009 - 2010). All the policy decisions related to academics of the University are debated and decided in the council.
- **Member, Board of Studies in Management, Dept. of Management Studies, Baba Ghulam Shah Badshah University, Rajouri, J & K State, India** (2008 - 2009). The Board is mandated to take decisions related to curriculum development of the courses offered by the Dept.
- **Member Board of Postgraduate Studies in Business Administration, Dept. of Management Studies, University of Kashmir** (2008- 2010). The Board is mandated to deliberate and decide about curriculum and syllabi of the courses offered by the Dept.
- **Member, Board of Undergraduate Studies in Commerce, University of Kashmir, Srinagar, J & K State.** (2006 – 2009). The Board is mandated to deliberate and decide about curriculum and syllabi of the courses offered by the Dept.
- **Member, Board of Undergraduate Studies in Business Administration, University of Kashmir, Srinagar, J & K State.** (2006–2009). The Board is mandated to deliberate and decide about curriculum and syllabi of the courses offered by the Dept.
- **Member, Board of Post-graduate Studies in Business Administration, University of Kashmir, Srinagar, J & K State** (2006–2009). The Board is mandated to deliberate and decide about curriculum and syllabi of the courses offered by the Dept.
- **Member, Board of Studies of the School of Management Studies, Baba Ghulam Shah Badshah University, Rajouri, J & K State, India** (2009-2010). The Board is mandated to deliberate and decide about curriculum and syllabi of the courses offered by the Dept.

Contribution to the Corporate Body of the University

I have contributed significantly to the corporate body of Kashmir University in different capacities. In addition to my valuable and quite visible contribution in the capacity of Registrar of the University, Director South Campus, Dean School of Business Studies, and

Head, Department of Commerce, I have contributed to the corporate body to the best of the satisfaction of my superiors and fellow colleagues by being very active in discharging the various tasks/ responsibilities assigned by the administration from time to time. Besides having remained part of different administrative committees constituted by the university, I have the privilege of having framed various important policy documents and reports aiming to streamline the governance in the University so as to enable it to deliver superior value to all its stakeholders. To name the most important policy documents/ reports prepared include:

- **Financial Reforms Report**
- **Hostel Allotment-cum-Residence Policy**
- **Allama Iqbal Library Membership Policy**
- **Policy Framework for Sponsored Gold Medals**
- **Policy Framework Document For Skill Development Courses**
- **Single Window System of Governance**
- **Powers of Deans of Schools**

The most significant contribution on my part has been the "**Financial Architecture**" that I have developed and implemented in the University because of which the financial position of the university has improved significantly. As a chairman of the **Financial Reforms Committee**, a detailed critical review of the existing financial system in the university was undertaken and finally came-up with a detailed report of 190 pages in two volumes which was submitted to the administration containing host of recommendations. First volume contained recommendations for the Augmentation of Own Source Revenues, Reducing or Cutting Down Unwarranted Expenditures and Evolving a Financial Administrative System aiming to ensure efficient utilisation of funds. The Fund Based Accounting System in line with the recommendations of ICAI was designed for implementation in the University which was detailed-out in volume II. As a result of my personal hard efforts, a new **Financial Architecture** was designed and implemented in the University for the first time in its entire history **as a result of which the university's financial position had turned from bad to very comfortable which has helped the University to build the much needed infrastructure**. As a result of improved financial

position, the university was able to undertake some big infrastructure projects worth Rs. 40 Crores from internal sources during 2017 & 2018, **besides leaving a Corpus of Rs. 125 Crores in the coffers of the University which was unprecedented in the history of Kashmir University.**

PUBLICATIONS

So far I have authored 4 Books, one Research Report, and published 47 Research Papers in Refereed Journals of repute. Besides, I have published 31 Articles in Newspapers, the details of which are given below:

Books

1. **National Higher Education Policy - 2020: How to Make It Happen**, Atlantic Publishers, New Delhi, (In Press)
2. **Interest-free Banking (Edt.)**, Kashmir Book Trust, Kashmir, J&K State, (2013)
3. **Strategizing Industrial Development in Jammu and Kashmir**, New Century Publications, New Delhi, (2005).
4. **Modern Small Scale Industries and Industrial Sickness**, Anmol Publications, New Delhi, (2000)

Research Report

(2008) **Evaluation of Entrepreneurship Development Programs in J&K State**,

Research Papers/Articles

- (2021) **Fiscal Policy: An Antecedent to Economic Development"**, The Business Review, Journal of School of Business Studies, University of Kashmir. (Communicated).
- (2021) **Macroeconomic Fundamentals and Indian Stock Market**, Pacific Business Review International. (Communicated).
- (2021) **Factors Influencing Investment Behavior of Individual Investors in Stock Market**, Journal of Business Management, Commerce & Research, Vol. IX, Issue III, March, 2021.

- **(2021) Stock Market Linkages and Causal Relationships: Empirical Investigation of EM7 Economies**, International Journal of Advanced Research, Vol. 9(09), Pp, 252-261
- **(2021) Stock Split: A Review, Reconceptualization and Extension**, Pacific Business Review International, Vol. 13, No.9.
- **(2021) National Higher Education Policy-2020: How to Make it Happen**, Daily Greater Kashmir, Srinagar, Kashmir, (9th May, 2021).
- **(2021) Quality Assurance in Indian Higher Education**, Daily Greater Kashmir, Srinagar, Kashmir, (18th April, 2021).
- **(2021) NEP-2020 and Vocationalisation of Higher Education**, Daily Greater Kashmir, Srinagar, Kashmir, (8th April, 2021).
- **(2021) Integrating Formative Continuous & Comprehensive Assessment System into Higher Education**, Daily Greater Kashmir, Srinagar, Kashmir, (2nd April 2021).
- **(2021) Down Grading of India's Sovereign Rating**, Daily Greater Kashmir, Srinagar, Kashmir, (24th March, 2021).
- **(2021) Evaluation of Teaching by Students: A Controversial Issue in Higher Education**, Daily Greater Kashmir, Srinagar, Kashmir, (25th February, 2021).
- **(2021) Proposed Bad Bank: Good or Bad Idea**, Daily Reader, Srinagar, Kashmir (18th Feb. 2021).
- **(2021) Planning and Assessing Institutional Effectiveness: Panacea for all ills in Higher Education**, Daily Greater Kashmir, Srinagar, Kashmir, (8th Feb, 2021).
- **(2021) Celebration Time for Stock Market Investors in India**, Daily Greater Kashmir, Srinagar, Kashmir, (31st January, 2021).
- **(2021) Leadership Qualities of Successful Vice Chancellors**, Daily Greater Kashmir, Srinagar, Kashmir, (12th January, 2021).
- **(2020) Appointment of Vice Chancellors: Calls for a Procedural Rejig"**, Daily Greater Kashmir, Srinagar, Kashmir, (22nd December, 2020)
- **(2020) Leadership Crisis in Indian Universities: Where the Rot Lies?**, Daily Greater Kashmir, Srinagar, Kashmir, (11th December, 2020).

- **(2020) Good Faculty and Quality Education: What Matters is a Resolve to Ensure the Appointment of the Brightest**, Daily Greater Kashmir, Srinagar, Kashmir, (1st December, 2020).
- **(2020) Internationalisation of Indian Education: Will it Arrest Brain Drain & Make India a Hub for International Students**, Daily Greater Kashmir, Srinagar, Kashmir, (17th November, 2020).
- **(2020) Catalyzing Quality Research: Universities in India have Lost Some Sheen in the Public View for Obvious Reasons**, Daily Greater Kashmir, Srinagar, Kashmir, (1st November, 2020).
- **(2020) NEP-2020 & New Regulatory Framework for Higher Education: How to make it Work Better**, Daily Greater Kashmir, Srinagar, Kashmir, (26th October, 2020).
- **(2020) Roadmap for the Implementation of Multidisciplinary Education System**, Daily Greater Kashmir, Srinagar, Kashmir, (19th October, 2020).
- **(2020) Blueprint for the Implementation of Institutional Autonomy Envisaged in National Higher Education Policy -2020**, Daily Greater Kashmir, Srinagar, Kashmir, (12th October, 2020).
- **(2020) More on Higher Education Policy - 2020 - Part II"**, Daily Greater Kashmir, Srinagar, Kashmir, (29th September, 2020).
- **(2020) Understanding Higher Education Policy - 2020 Part I**, Daily Greater Kashmir, Srinagar, Kashmir, (28th September, 2020).
- **(2020) Relevance of Technical Analysis in the Context of Indian Stock Market"**, Reforming Global Business and Finance: Contemporary Issues in the 21st Century, Edited Book, Mittal Publications, New Delhi.
- **(2020) Understanding the New Normal For Education**, Daily Greater Kashmir, Srinagar, Kashmir, (31st August, 2020).
- **(2020) Lockdown 1.0 to Unlock 1.0: Did the Lockdown Yield Desired Results?**, Daily Greater Kashmir, Srinagar, Kashmir, (25 July, 2020).
- **(2020) Indian Version of Robinhood Stock Market Investors**, Daily Greater Kashmir, Srinagar, Kashmir, (22 July, 2020).
- **(2020) Black Swan Event for Indian Stock Market**, Daily Greater Kashmir, Srinagar, Kashmir, (28 June, 2020).

- **(2020) COVID-19 Pandemic: Call for a Collective Global Socio-Economic Response**, Daily Greater Kashmir, Srinagar, Kashmir, (19 May, 2020).
- **(2020) COVID-19 Pandemic: Man Made or A Natural Disaster**, Daily Greater Kashmir, Srinagar, Kashmir, (5th May, 2020).
- **(2020) COVID-19 Pandemic and the Kashmir Economy**, Daily Greater Kashmir, Srinagar, Kashmir, (3rd May, 2020).
- **(2019) Entrepreneurial Competencies: Antecedents and Outcomes**, Thirteenth Biennial Conference on Entrepreneurship, Edited by Sasi Misra, Sunil Shukla, Ganapathi Batthin, Bookwell Delhi
- **(2019) Impact of Share Splits on Stock Returns: Evidences from India**, Vision, the Journal of Business Perspective, Management Development Institute, New Delhi. 23 (4), 432-441.
- **(2019) Impact of Mergers and Acquisitions on the Corporate Performance in FMGC Sector of India"**, I-Manager's Journal on Management, 14, No.2, 22-35.
- **(2018) Identification and Assessment of Constraints to Growth and Development of Cricket Bat Industry of Kashmir"**, The Business Review, Journal of School of Business Studies, University of Kashmir, Vol. 22, No. 2, PP 1-14, (July-Dec. 2018).
- **(2018) Impact of Mergers & Acquisitions on Operating Performance, Financial Performance & Shareholders Wealth: A Case Study of Merger of HDFC Bank and Centurion Bank of Punjab"**, Journal of Business Management, Commerce & Research, Vol. 6, No.3, PP 12-.22.
- **(2018) A Case Study of Acquisition of Avon Organics Limited by Arch Pharmalabs Limited"**, Indian Journal of Commerce and Management Studies, Vol. 9, No.3, 8-14.
- **(2018) Islamic Finance: History, Development, Products & Its Challenges**, International Journal of Enhanced Research in Management & Computer Applications.
- **(2018) Effectiveness of Entrepreneurial Orientation Programmes in J&K State: An Empirical Analysis**, Published in Conference Proceedings of International Conference on Economics, Finance and Accounting (ICEFA), **Organised by Academic Sera, at Sydney, Australia** (5th & 6th May, 2018).
- **(2018) An Event Study of Stock Splits in Indian Stock Market: Sect oral Response**, Pacific Business Review International, The Pacific Institute of Management, Vol. 11. N0.2, PP 88 – 93.

- **(2017) Risk and Return Analysis of Mutual Fund Industry in India**, International Research Dynamics of Economics, Asia Online Journal Publishing Group, Vol 1, No. 1.
- **(2017) Entrepreneurial Competencies and Venture Performance: A Literature Review and Conceptual Development**, Journal of Entrepreneurship and Management, Vol 6, N0. 1.
- **(2016) Impact of Entrepreneurial Competencies on Venture Performance**, Global Research Analysis, Vol. 5, N0. 9, PP 369 – 371.
- **(2016) Impact of Mergers and Acquisitions on Operating Performance, Financial Performance and Shareholders Wealth: A Case Study of Centurion Bank & Bank of Punjab Merger**, Pacific Business Review International, Volume 1, Issue 4, pp 1-7
- **(2014) Reasons for Poor Performance of Entrepreneurship Development Programmes in J&K State**, The Global Business Review, The Journal of International Management Institute, New Delhi, India.
- **(2013) Analysis into the Timing Skills of Indian Fund Managers**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 17, No. 2.
- **(2013) “Investments, Industrial Growth and Conflict in Kashmir: An Analysis”**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir.
- **(2013) Performance of Shariah Compliant Indices: A Case Study of DIJIMI & MSCI Islamic Indices**, in Nazir A Nazir & Khursheed A Butt (edt) Interest-free Banking, Kashmir Book Trust, Kashmir, J&K State.
- **(2012) An Analysis into the Stock Selectivity Skill of Fund Managers**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir. Vol. 16, No. 1.
- **(2012) Effectiveness of Entrepreneurship Development Programmes in J&K State: An Empirical Analysis**, in Sasi Misra, & Dinesh Awasthi (ed), Tenth Biennial Conference on Entrepreneurship, (Vol II), Entrepreneurship Development Institute Of India, Ahmedabad, BookWell Publishers, Delhi, PP 1110 – 1125.
- **(2011) Cost-Benefit Analysis of Entrepreneurship Development Programs in J & K State**, Published in Conference Proceedings of 3rd International Conference on Business & Economic Research, Organised by Conference Master Resource, Indonesia, March, 12- 13.

- **(2011) Role of Micro Finance In Conflict Zones: A Case Study of Kashmir**, in Lazer, Aravanan & Deo (ed.) “Embodiment of Empowerment-Self Help Group”, Vijay Nicole Imprints Pvt. Ltd. Chennai, pp 499-511.
- **(2010) State Public Sector Enterprises in J & K State: A Call for Reforms**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir.
- **(2009), An Agenda for State Budget 2009 – 10**, Daily Greater Kashmir, Srinagar, Kashmir, (July 8 & July 9).
- **(2009) Industrial Growth & Development in J & K State: An Analysis**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir,
- **(2008) Financial Inclusion in Kashmir: An Analysis**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir,
- **(2007) Mapping Strategies for Industrial Development: A J & K State Perspective**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 12, No. 2. P 16 – 30.
- **(2006) Balanced Score Card: A Tool for Excellence**, Amity Business Review, The Journal of Amity Business School, New Delhi Vol. 7, No 1, January – June, P 42 - 53
- **(2005) Value Chain Management: A Small Industry Perspective**, Vision, The Journal of Business Perspective, Management Development Institute, new Delhi, Vol. 9, Number 3, P 39 – 54.
- **(2004) Industrial Development in J&K State: An Analysis of Invisibles & Visibles**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 11, No. 1, P 20 - 30
- **(2003) Total Quality Banking: An Antidote for Poor Competitiveness for Public Sector Banks**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 9 No. 1 and 2, P 38 - 43
- **(2002) Industrial Sickness in Modern Small Scale industries in J&K**, Management and Change, Journal of the Institute for Integrated Learning in Management, New Delhi, India
- **(2002) Performance of Promotional Institutions in the Development of SSI**. The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 6 No. 1 and 2, P 19-44.

- **(2000) Dream Budget for J&K State: Some Bold Decisions**, Daily Greater Kashmir, Srinagar, Kashmir, (March 6 & 7)
- **(2000) J&K Budget 2000 – 2001**, Daily Greater Kashmir, Srinagar, Kashmir.
- **(1999) Pi ATOM: Indian Industries Need to Explode to Attain Cost Competitiveness**. Management & Accounting Research, Journal of Institute of Chartered Accounts of India, Vol. 2 No. 4, P 1 - 23
- **(1999) Small Entrepreneurial Education: Approach & Methodology**, Abhigyan, Journal of Fore School of Management, New Delhi, Vol. XVII, No. 4
- **(1999) New Industrial Policy of J&K State: An Appraisal**. The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 5, No. 1 & 2, P 97 - 116.
- **Budget Proposals for 1999-2000: Need for Alternate Measures**, Daily Greater Kashmir, Srinagar, Kashmir, (18th March)
- **(1998) Kapoor Committee Report on Financing of Small Scale Industries: An Incomplete Agenda**, Small Enterprise Development, Management and Extension Journal (SEDME), NISIET, Hyderabad Vol. 26, No. 2, P 117 - 125
- **(1998) Rehabilitation of Sick Small Scale Industries: Some Policy Decisions**, The Business Review, Journal of Faculty of Commerce & Management Studies, University of Kashmir, Vol. 4, No. 1 and 2, P 173 - 188
- **(1997) MRP and The Indian Industries**, The Management Accountant, Institute of Cost and Works Accountants of India, Calcutta Vol. 33, No. 7, P 690 - 694
- **(1997) Depreciation Methods: Need for Re-engineering**, presented in Third International Conference on Management of Finance and International Accounting issues, organized by Research Development Association, Jaipur, India
- **(1996) Just-in-Time System: Panacea for Poor Competitiveness in Indian Industries**, NMIMS Management Review, Journal of Narsee Monjee Institute Management Studies, Mumbai, Vol. VIII, No. 1, 114- 132.
- **(1996) Seven Pillars of Quality Structure**, The Management Accountant, Journal of Institute of Cost and Works Accountant, Calcutta, Vol. 31, No. 6, P 436 - 441
- Prepared Study **Material for Masters Programme in Commerce** for the Department of Distance Education, University of Kashmir.

SEMINARS/CONFERENCES/WORKSHOPS ATTENDED

In addition to teaching, I am actively involved in the conduct of research and more importantly in taking part in the deliberations on different aspects of business management by participating in Seminars, Conferences, Workshops, Symposia & Debates both at the national & international level. Besides, I have organized 3-Workshops & one Refresher Course for Commerce & Management Faculty. Brief details of the Seminars/ Conferences/ Workshops attended are given as under:

Seminars/Conferences/Workshops where Papers Presented

International

- (2018) Presented a paper entitled, "**Effectiveness of Entrepreneurship Orientation Programmes in J & K State**", at the International Conference on Economics, Finance and Accounting (ICEFA), **Organised by AcademicSera, at Sydney, Australia** (5th & 6th May, 2018). The paper was awarded Best Presentation/ Best Content Paper in the Conference
- (2017) Presented a paper entitled, "**Performance Analysis of Islamic Banks in Bangladesh: A Study Based on CAMEL Model**", in Ist International Conference on Islamic Banking and Finance: Way Forward for Inclusive & Sustainable Development, Organised by **School of Management Studies & Social Sciences, Baba Ghulam Shah Badshah University, Rajouri, J & K State, India** (19th & 20th April, 2017)
- (2016) Presented a paper entitled, "**Differentiating Entrepreneurs and Small Business Managers: A competence Based Perspective**", in Global Leadership Research Conference on Leadership, Public Policy & Governance, Organised by **Amity University at Amity Business School, Noida, India** (22nd & 23rd January, 2016)
- (2013) Presented following co-authored papers in the International Conference on "**Contemporary Issues in Business, Management & Finance**," Organised by the Department of Business & Financial Studies, University of Kashmir, J&K State, India (28 - 29 Sept. 2013):
 - ✓ *Impact of Mergers & Acquisitions on Operating Performance, Financial Performance & Shareholders Wealth: A Case Study Of Centurion Bank & Bank of Punjab Merger*
 - ✓ *Stock Selectivity & Marketing Timing Skills of Indian Fund Managers: An Empirical Analysis.*
 - ✓ *Performance of Shariah Compliant Index: A case Study of Kuwait Stock Market.*

- (2012) Presented a paper entitled, “**Investments, Industrial Growth & Conflict in Kashmir: An Analysis**”, in the International Conference on Impact of Peace, Conflict & Disturbances on Economic Developmental Processes, organised by the Department of Economics, University of Kashmir, J&K State, India (11 - 13 May 2012).
- (2011) Presented a paper entitled, “Performance of Shariah Compliant Indices: A Case Study of DJIMI and MSCI Islamic Indices”, in the International Conference on Interest Free Banking, Organised by the Dept. of Business & Financial Studies, University of Kashmir, J&K State, India (27 - 29 June 2011).
- (2011) Presented a paper entitled, “**Role of Micro Finance In Conflict Zones: A Case Study of Kashmir**”, in the International Conference on Micro Finance, Organised by the Dept. of Commerce, School of Management, Pondicherry University, Ponducherry, India (27 - 29 January 2011).
- (2009) Presented a paper entitled, “ Financial Inclusion in J & K State: An Analysis” **in the international Conference on Micro Finance**, Organised by the Dept. of Commerce, School of Management, Pondicherry University, Ponducherry, India (Jan 21-23, 2009.
- (1998) Presented a paper entitled, “Depreciation Methods” Need for Reengineering” in **Third International Conference on Management of Finance and International Accounting issues**, organized by Research Development Association, Jaipur, India (Sept. 11-13, 1998)

National

- (2014) Presented a paper entitled, “**Identification and Assessment of Constraints to Growth and Development of Cricket Bat Industry of Kashmir, India**, in Eleventh Biennial Conference on Entrepreneurship, Organised by Entrepreneurship Development Institute Of India, Ahmedabad, Gujrat. (Feb. 18-20, 2015)
- (2013) Presented a paper entitled, “**Satellite Campuses in J&K State: Challenges & Prospects**” in a Seminar Organised by UGC-Academic Staff College, University of Kashmir (27 - 29 Jan 2013).
- (2013) Presented a paper entitled, “**Effectiveness of Entrepreneurship Development Programmes in J&K State: An Empirical Analysis**, in Tenth Biennial Conference on Entrepreneurship, Organised by Entrepreneurship Development Institute Of India, Ahmedabad, Gujrat.
- (2012) Presented following co-authored papers in the National Conference on “**Contemporary Issues in Business, Management & Finance**,” Organised by the

Department of Business & Financial Studies, University of Kashmir, J&K State, India
(21 - 23 Sept. 2012):

- ✓ *Gender, Entrepreneurship & Socio-Economic Reparation in Jammu & Kashmir*
 - ✓ *Determinants of Corporate Dividend Behavior: A Study of Select Indian Companies.*
 - ✓ *Performance of Shariah Compliant Indiex: A case Study of Indian Stock Market.*
- (2008) Presented a Background Paper entitled, “ Commerce Education at Under-graduate Level in Kashmir: Need for Restructuring” in the 2- Day Workshop on **Restructuring of Commerce Curriculum at Under-graduate Level**, Organised by the Dept. of Commerce, University of Kashmir, Kashmir, India (November 15- 16, 2008)
 - (2006) Presented a paper entitled, “ Unemployment Problem in J & K State: An Analysis of Reasons & Strategic Interventions” in the **National Seminar Organised by Dept. of Economics, University of Kashmir , Kashmir, India** (July 17- 18, 2006)
 - (2005) Presented a paper entitled, “ Mapping Strategies for Industrial Development: A J & K State Perspective” in 2-Day UGC Sponsored National Seminar on **Entrepreneurship Development Among Minorities: Opportunities & Challenges, Organised by Dept. of Commerce, University College of Commerce & Business Management, Osmania University, Hyderabad, India** (Dec. 20 - 21, 2005)
 - (2004) Presented a paper entitled, “Balanced Score Card: A Tool for Excellence”, in **National Conference on Emerging Issues in Accounting, Business & Management**, organized by Research and Development Association, Jaipur, India, (Feb. 28 – 29, 2004)
 - 91998) Presented paper entitled, “Small Entrepreneurship Development Model: A 21st Century Perspective”. **In the workshop on Small Entrepreneurship in Asia and Europe, organized by the Faculty of Arts and Social Sciences, University of Malaya, Kuala-Lumpur, Malaysia.** (10-11 December,1998)

Seminars/ Workshops Attended

- **2-Day “Train The Trainer Workshop on Commodity Futures Market”** Jointly Organised by the Dept. of Business & Financial Studies, University of Kashmir, J&K State, Forward Market Commission (FMC), Mumbai and Multi Commodity Exchange (MCX), Mumbai India (27 - 29 June 2011).
- Seminar on **“Self Employment Avenues for Educated Youth”**, Organized by the Kashmir Institute of Management, Kashmir, India.

- Workshop on “**Commerce Education in Changing Business Scenario**” organized by the Faculty of Commerce & Management Studies, University of Kashmir.

Workshops/ Refresher Courses Organised

- 4-Week Refresher Course for the teachers of Commerce, Management & Economics in Collaboration with Academic Staff College, University of Kashmir, Kashmir, India (June – July, 2005)
- 2-Day Workshop on Restructuring of Commerce Curriculum at Under-graduate Level, Dept of Commerce, University of Kashmir, Kashmir, India (November 15- 16, 2008)
- One Week Workshop on Research Methodology for the teachers of Commerce, Management & Economics in Collaboration with Academic Staff College, University of Kashmir, Kashmir, India (June – July, 2005).

REFEREES

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