

Waqar Ahmed Sethar, Ph.D

Assistant Professor

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Professional Preparation and Experience

Education

- **Doctor of Science Technology & Innovation Policy**, Mehran University of Engineering & Technology, Jamshoro, Pakistan, 2022
 - Dissertation: "Development & Validation of Entrepreneurial Ecosystem Scale", Advisors: Dr. Adnan Pitafi (Ph.D) & Prof. Dr. Arabella Bhutto (Ph.D)
- **Master of Science (Science & Technology Policy)**, Mehran University of Engineering & Technology, Jamshoro, Pakistan, 2012
- **Master of Business Administration (Specialization in Finance)**, University of Sindh, Jamshoro, Pakistan, 2006
- **Bachelor of Commerce**, Sachal Sarmast College of Commerce, Hyderabad, Pakistan, May 2003

Work History

Academic Appointments

- **Assistant Professor**, Mehran University of Engineering & Technology, Jamshoro, Pakistan, January 2023 - Present
 - Developed and delivered advanced courses in Public Policy, Advanced Research Methods, and Statistical Methods.
 - Supervised multiple Ph.D. and Master's dissertations, fostering research in entrepreneurial ecosystems and higher education performance.
 - Published research in reputable journals on topics including entrepreneurial ecosystems, higher education, and computational finance.
- **Lecturer**, Mehran University of Engineering & Technology, Jamshoro, Pakistan, August 2016 - December 2022
 - Taught undergraduate and graduate courses such as Cost & Management Accounting, Entrepreneurship, and Statistical Methods.

- Coordinated multiple academic programs and facilitated faculty training workshops, enhancing teaching methodologies and curriculum.
- Guided students through their academic projects, resulting in successful completions and high-quality research outputs.
- **Research Internee**, Pakistan Council for Science and Technology, Islamabad, Pakistan, July 2008 - March 2009
 - Conducted research on science and technology policies, contributing to national policy formulation and strategic development.

Non-Academic Work

- **ISO-Coordinator**, Mehran University of Engineering & Technology, August 2016 - January 2020
 - Implemented ISO standards, ensuring quality management across the university's academic and administrative processes.
- **Training Coordinator**, Mehran University of Engineering & Technology, August 2016 - January 2020
 - Organized and conducted training sessions for faculty and administrative staff, improving overall efficiency and performance.
- **Master Program Coordinator (Project Management)**, Mehran University of Engineering & Technology, August 2016 - Present
 - Oversaw curriculum development and student advisement for the Master's program, enhancing educational outcomes.
- **BBA Program Coordinator**, Mehran University of Engineering & Technology, August 2022 - Present
 - Managed program operations and curriculum for the BBA program, ensuring alignment with industry standards and student needs.
- **Postgraduate Studies**, Mehran University of Engineering & Technology, May 2013 - August 2016
 - Supported postgraduate student research and administrative processes, facilitating smooth academic progress.
- **Examinations Branch**, Mehran University of Engineering & Technology, November 2004 - May 2013
 - Managed examination schedules and ensured academic integrity, contributing to the credibility of the institution.

Teaching

Graduate Courses Taught

- Public Policy (1)
- Advanced Research Methods (1)
- Statistical Methods (1)

- Microfinance (1)
- Cost & Management Accounting (4)
- Project Monitoring & Evaluation (1)
- Project Costing (1)
- Partial Least Square Structural Equation Modeling
- Python for Marketing Analytics

Undergraduate Courses Taught

- Entrepreneurship (3)
- Entrepreneurship & Leadership (1)
- Financial Accounting (3)
- Marketing Analytics (1)
- Auditing (2)
- Cost Accounting (2)

Academic Advisement or Supervision

- **PhD's dissertation**

1. **In Progress:** Mr. Ali Asghar Sangah (2017) - Statistical Modeling of Latent Factors influencing the math performance of undergraduate students

- **Master's dissertation (25)**

1. Sundas Memon (2018) - Effects of corporate social responsibility on financial performance: A case study of HBL and MCB Banks (**Defended**)
2. Khair-u-Nisa Lakhair (2019) - Impact of product diversification on firm performance (evidence from Pakistan insurance industry) (**Defended**)
3. Sadia Shaikh (2019) - Predicting KSE 100 index by using artificial neural network (**Defended**)
4. Rashid Ahmed Mangi (2019) - Financial literacy and family communication pattern: A case of Jamshoro education city(Defended)
5. Asif Jan (2019) - The impact of work motivation on employee's job satisfaction in construction industry(**Defended**)
6. Babita (2019) - Evaluating the role of business incubation in developing entrepreneurial university-based start-Ups: a study of IEC MUET Jamshoro. (**Defended**)
7. Waqar Mustafa (2019) - Impact of liquidity on profitability: A study of automobile listed in Pakistan stock exchange. (**Defended**)
8. Zeeshan Rajput (2020) - Impact of technological capability on Firm's financial performance: The case study of solar Firms. (**Defended**)
9. Sana Kabir Ahmed (2020) - The relationship between project managers' Competencies with project success: A case study of social development sector.(**Defended**)

10. Mr. Abdul Adeel (2020) - Factors affecting car financing: A case study of conventional & Islamic bank of Hyderabad Pakistan **(Defended)**
11. Yaseen Shaikh (2020) - Employee motivation under multi project environment: The case of development sector in Hyderabad **(Defended)**
12. Abdul Ghani Kalhoro (2020) - Assessment of stakeholder engagement in construction project: An empirical study of Keenjhar Lake project **(Defended)**
13. Maryam Buriro (2020) - Impact of heterogeneity in investment horizons on portfolio diversification: An empirical analysis in the perspective of Pakistani investors. **(Defended)**
14. Jawad Ali Pathan (2020) - Assessment of critical success factors: "A case of community development projects. **(Defended)**
15. Jawed Baloch (2021) - Effect of Trading companies share on investors attitude and financial behavior. **(Defended)**
16. Mr. Afaq Ahmad (2021) - Impact of credit risk on banks profitability in Pakistan: Study of conventional Banks. **(Defended)**
17. Iqra Latif Arain (2021) - Impact of Islamic finance on agribusiness and SME' Growth. **(Defended)**
18. Miss Sundas Siyal (2021) - Selection of location for a new bank branch using geospatial tools: A case study of Qasimabad Hyderabad. **(Defended)**
19. Miss Sara (2024) - Economic policy uncertainty and stock portfolio optimization: Cross-Country wavelet-based approach. **(Defended)**
20. Mrs. Nimra (2023) - Impact Of Public Debt On Economic Growth Of Asean Countries & Pakistan **(In Progress)**
21. Mr. Ghulam Murtaza Khoso (2023) - Unraveling Factors Shaping Customer Attitudes towards Islamic Bank Products in Hyderabad Pakistan **(In Progress)**
22. Mrs. Sunbul (2023) - Impact of Cash Transfer Programs On Women Empowerment: A Case Of Benazir Income Support Program Jamshoro District **(In Progress)**
23. Mr. Arslan Shaikh (2024) - Powering Up Productivity: Unraveling Work Schedule Impact on Employee Retention and Business Success in Karachi Electric Corporation” **(In Progress)**
24. Mr. Aijaz Memon (2024) - “Investigating the Challenges Towards Implementation of Outcome Based Education (OBE) Student Centered Learning in Public Sector Universities of Pakistan **(In Progress)**
25. Mrs. Hira Qureshi (2024) - “Determining the impact of career attitudes IT Support in freelancing career success: Evidence from Pakistani freelancers. **(In Progress)**

Skills

- RStudio – Expertise in R statistical computing software (Data Science Skills)
- Python - for Data Science and Analytics
- SmartPLS for Advanced Research for Latent Construct Analysis
- SPSS (Statistical Package for Social Sciences)

Workshops Conducted

- Two days workshop on SPSS for Postgraduate Students focusing on Advanced Statistics
 - One day workshop on SmartPLS 4 for Multivariate Advanced Statistics for Latent variables
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Honors and Awards

- **Quantitative Research Excellence Award** - Project Involving marginalized communities in Sindh Pakistan by Civil Society Support Program, 2021.

Scholarship

Scholarly Publications/ Conference Papers

- **Conference Papers**

1. Modelling and Prediction of Karachi Stock Exchange 100 Index Using Artificial Neural Network, National Conference on Emerging Trends in Computing, QUEST Nawabshah, 2019
2. An assessment of Perception of Engineering students towards Entrepreneurship incubation, Babita Oad, Zulfiqar Umrani, Adnan Pitafi, Sethar A. Waqar, Furqan H. Shaikh, International Conference on Sustainable Development in Civil Engineering, MUET, Pakistan (28th – 30th Nov 2019).
3. Economic policy uncertainty and stock portfolio optimization: Cross Country Wavelet-Based Approach, Sara Iqbal, Sethar A. Waqar, Suad Sindhya, Third Annual International Conference: Challenging Linearity, IBA, Karachi, 2023.

- **Journal Articles Ordered Chronologically**

1. Renewable Energy Technologies Diffusion in Sindh: An Overview Asif Ali Shah Zahid Ali Memon, Sobia Shafaq, Sethar A. Waqar, Mehran University Research Journal of Engineering and Technology 36 (3) 673-680 (2017).
2. Impact of CSR on Financial Performance of Banks: A Case Study Memon Sundus, Sethar A. Waqar, Pitafi Adnan, Waseem-uddin Journal of Accounting and Finance in Emerging Economies 5 (1) 129-140 (2019).
3. Study of Turnover Intentions of IT professionals: The Case Study Software Houses Hyderabad Pakistan Sethar A. Waqar Sajjad S. Channar SA Jatoi Pakistan Journal of International Affairs 5 (3). (2022).
4. Application of Item Response Theory (IRT)-Graded Response Model (GRM) to Entrepreneurial Ecosystem Scale Sethar A. Waqar A Pitafi A Bhutto AA Nassani M Haffar SM Kamran Sustainability 14 (9) 5532(2022).

5. The role of Human Capital For Employment Growth: A Case Study of Higher Education Institutions in Jamshoro Education City Sajjad Hyder Channar SA Jatoi Sethar A. Waqar Pakistan Journal of International Affairs 5 (3) (2022).
6. Development and Validation of Extended Multi-Dimensional Scale of Entrepreneurial Ecosystem in the context of Pakistan Sethar A. Waqar Adnan Pitafi NUML International Journal of Business & Management 16 (1) (2021).
7. Analysis of Profitability of Banks; Comparatives Study of Domestic and Foreign Banks in Pakistan, Amanullah Paryhyar, Muhibullah Nahrio, Raza Ali Tunio, Sethar A. Waqar, Vol. 2 No. 2 (2021): International Research Journal of Management and Social Sciences (July to September 2021)
8. Using a supervised machine learning approach to predict water quality at the Gaza wastewater treatment plant MS Hamada HA Zaqoot Sethar A. Waqar Environmental Science: Advances 3 (1) (2023).
9. Prediction of groundwater quality index in the Gaza coastal aquifer using supervised machine learning techniques AM Aish HA Zaqoot Sethar A. Waqar DA Aish Water Practice & Technology 18 (3) 501-521 (2023).
10. Impact of Agile HR Practices on Sustainable Organizational Performance: A Study of Higher Educational Institutions of Sindh Province Amanullah Paryhyar Mushtaque Ali Jariko Sethar A. Waqar International Research Journal of Management and Social Sciences Vol. 5 No. 1 (2023).
11. Effect of Trading Companies Share on Investor's Attitude and Financial Behavior S.M Kamra Sethar A. Waqar Amanullah Paryhyar Jawed Baloch International Research Journal of Management and Social Sciences (January to March 2024) Vol. 5 No. 1 (2024).
12. Employee Motivation Under Multi-Project Environment: The Case of Development Sector in Hyderabad S.M Kamra Sethar A. Waqar Amanullah Paryhyar Yaseen Shaikh International Research Journal of Management and Social Sciences (January to March 2024) Vol. 5 No. 1 (2024).
13. Assessment of Stakeholder Engagement in Construction Project: A Case Study of Keenjhar Lake Project S.M Kamran Sethar A. Waqar Amanullah Paryhyar Abdul Ghani Abbasi International Research Journal of Management and Social Sciences (January to March 2024) Vol. 5 No. 1 (2024).
14. Foreign Exchange Rate Movement in Pakistan: An empirical study to find out currency mix and holding period Sethar A. Waqar Amanullah Paryhyar Danial Hussain Shaikh Muhammad Ali Kalro International Research Journal of Management and Social Sciences Vol. 5 No. 1 (2024).
15. Use of Generative AI (ChatGPT) in Higher Education Institutions of Pakistan. MaryumBuriro, Sethar A. Waqar, Amanullah Parhyar Yasir Mahesar, Journal of Development and Social Sciences Vol. 5 No. 2(2024).
16. Employing Wavelet Coherence Methods for the Management and Construction of an Optimal Investment Portfolio, Sethar A. Waqar, Shah Muhammad Kamran, Muneer Khatian, Pakistan Journal of International Affairs, Vol 7 No.2 (2024).
17. Impact of Heterogeneity in The Investment Horizons on Portfolio Diversification; impact of Islamic finance on the growth of agribusiness and small and medium-sized enterprises (SMEs) in Pakistan' An Empirical Analysis in the Perspective of Pakistani Investors, Shah Muhammad Kamran, Sethar A. Waqar, Amanullah

Parhyar, Maryum Buriro, International Research Journal of Management and Social Sciences Vol. 5 No. 1(2024).

18. Merit-Based Recruitment and Selection: An Effective HRM Toolkit - A Case Study of the University of Sindh, Jamshoro. Amanullah Paryhyar, Waqar A. Sethar, Journal of Development and Social Sciences, Vol. 5 No. 2 (2024).