



7th KASBIT INTERNATIONAL CONFERENCE

on

MULTIDISCIPLINARY RESEARCH (KICMR) 2023

13 - 15 FEBRUARY

LIST OF ABSTRACTS

MULTI-SECTORAL DECOUPLING ANALYSIS OF ECONOMIC GROWTH FROM CARBON EMISSIONS: A CASE OF PAKISTAN

Aisha Gul

Dr. Shaista Khan

Dr. Ihtisham u Haq³

Abstract

The debate on climate change emphasizes the need for delinking economic growth from environmental harms, as economic growth is considered the main factor behind the climatic change. Delinking economic growth from greenhouse gases (GHG) emissions is termed as “Decoupling”. The current study conducts the environmental and growth decoupling analysis in multi sectorial setup in case of agriculture and industry for Pakistan economy. Additionally, this study investigates the determinants of decoupling of GDP and CO₂ emission at sectorial level in Pakistan for the period 1990 to 2019. The major findings of decoupling analysis for both the sectors reveal that in case of industrial sector, strong and weak decoupling states have been observed typically while in agriculture sector, the salient types of decoupling occurred are strong negative decoupling and weak decoupling. Furthermore, technological innovation appears as a significant determinant of decoupling of GDP and CO₂ emission in case of both the sectors. Finally, the study suggests important policy directives regarding decoupling of GDP and CO₂ emission based on its findings.

EFFECT OF OIL PRICES ON FINANCIAN DEVELOPMENT; ASIAN COUNTRIES ANALYSIS

RIMSHA JABEEN

HUMMA JABBAR

LARAIB SHEHZADI

MARYAM IRFAN

MUHAMMAD TAHIR

ABSTRACT:

This study investigates the effect of oil price on financial development of four oil importing countries India, Pakistan, China, and Bangladesh from 2000 to 2022. The study uses three proxies to measure financial development and different control variables were also used to control the effect of other macro-economic factors on our model. Random-fixed panel was used in the data and fixed model showed significant results. The OLS results matched our findings as they showed that oil price do have the negative affect on the financial development of these countries. Increase in oil prices decrease the financial development which also decreases economic development.

ANALYSIS OF CUSTOMER SERVICE DESIGN AND COORDINATION WITH SERVICE FIRMS

by
MUHAMMAD ZAIN IQBAL ABBASI

Abstract

The main objective of this research is to find out the impact of Customer Service design by service Supply chain on Type of customer requirement, Customer Involvement in Provision of Service, Front Office Input in Provision of Service and Back Office Input in Provision of Service. The production and conveyance of service normally includes significant contact between the firms and clients; Customer as often as possible involve and give their participation in service creation tasks performed at the association client interface. Client Inference in the operations of administration can be a fundamental driver of information instability. Client interface implies how we collaborate with our clients. It indicates what the customer see how they meddle with our association's Products and services. Understanding and dealing with the duties between your association's makers and clients will require your association to deal with its client interface This paper looks at how changing types of coproduction by representatives and clients influence the outline and coordination of administration frameworks. To begin with, we review alternative points of view on the administration association client interface. Clients give the Service firms inefficient data and incomplete information with respect to either what is to be overhauled toward which desired results or what activities they will contribute in service and administration co production. Subsequently, these two sources can be utilized for a two-dimensional system of various states of info instability in administration creation and service production.

The Impact of Servant Leadership on Employee Engagement with the Moderating role of Perception of Organizational Justice

EVIDENCE FROM BANKING SECTOR OF KARACHI

Tajjali Shakil

(tajjallishakil@gmail.com)

KASB Institute of Technology, Karachi. Pakistan

Muhammad Shakeel*

(shakeelnaama@live.com)

Bahria University, Islamabad, Pakistan

Samreen Zaman

KASB Institute of Technology, Karachi. Pakistan

Abstract

The term Servant Leadership is not new to academic; it refers to a holistic approach in which leaders put their employees' goals before their personal goals, act with morality, and demonstrating concern for employee to realize their true potential. Servant leadership has been studied with various variables; the present study aims to explore the impact of Servant leadership on employee engagement. Employee can flourish within a trusting and supportive environment. Using social exchange theory in this paper we propose that, employees reciprocate behaviors they receive from their organization, the basis of any commutation relationship is built through economic and social principles. Therefore, putting their trust in leaders can lead towards increasing employee engagement and other positive work behaviors. The sample size of the study of and data was collected from banking sector of Karachi. Responses were collected through Google doc with non-probability sampling technique. The software we use to run the test is Smart PLS. the results indicate that there is a positive impact of servant leadership on employee engagement as well as on organizational engagement through perception of organizational justice. Findings supported the expected moderating role of organizational justice on employee engagement.

Key Words

Servant Leadership, Innovative work behavior, Talent Management, Employee Engagement, Social Exchange Theory

The Key to Growth: An Analysis of the Effect of Human Resource Policies on Employee Retention in Private Organizations

Sobia Anwer

ABSTRACT

Purpose: Sustainable Development Goal 8 is focused on promoting sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. SDG 8 includes employee retention as part of its focus on full and productive employment. Employee retention strategies help ensure that employees are satisfied and engaged in their work, which can lead to increased productivity and economic growth. Economic progress measured by changes in economic indicators such as GDP, employment rate, and income levels. Economic progress can be achieved through investment in infrastructure, supporting small businesses, investing in research and development, and encouraging innovation.

Methodology: The study is conducted in the context of human resource practices in retention of employees; human resource department of an organization is comprised of group of people which are concerned with the people working in the organization for the achievement of specific goals in the era of economic growth. Empirical study is conducted in organizations related to private sector where employee retention rates are usually low as compared to public sector organizations. Various factors of human resource practices are taken into consideration and data is gathered to calculate the effects of these elements on employee's detainment.

Findings: Elements such as efficient and effective managerial skills; along with paving a career development with help of trainings; increasing motivation on performance; with lucrative compensation and benefit plans; have a positive impact on employee retention.

Originality: The findings of this study contributes to the pool of knowledge in the field of practices of Human resource as strategic department. Further researcher should consider replicating the study and getting a large amount of information to compliment human knowledge pool as a non-tangible asset of organization. Miscellaneous diverse work groups are interconnected to productivity, greater performance and innovativeness; therefore, various other eminent factors can be helpful in future explorative studies.

Keywords: employee retention rate, training, compensation, motivation, managerial skills, human resource practices, sustainable development goal 8