

## RIAZ AHMED, *PhD*

Assistant Professor, Faculty of Business and Economics  
Director, Quality Enhancement Cell  
University of Turbat, Turbat Pakistan  
[Staff Profile: Dr. Riaz Ahmed](#)

### PRESENT ADDRESS

Quality Enhancement Cell  
University of Turbat  
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[Riaz Ahmed - Google Scholar](#)  
[Riaz Ahmed - ResearchGate](#)  
[Riaz Ahmed | LinkedIn](#)

### RESEARCH INTEREST AREAS

- Economic Development
- Sustainable Development
- Social Development (Health and Education in particular)
- Disaster Management
- Financial Management
- Impact Evaluations

### EDUCATION

04/ 2013 – 06/2017	<b>Heidelberg University, Heidelberg, Germany</b> PhD in Development Economics <i>Supervisor:</i> Prof. Dr. Stefan Klonner and Jun. Prof. Melanie Arntz <i>Dissertation Title:</i> Essays on Infrastructure, Firm Productivity, Natural Disaster and Life Course Transition in South Asia
04/ 2013 –08/2017	<b>Zentrum für Europäische Wirtschaftsforschung GmbH (ZEW), Mannheim, Germany</b> Guest Research Scholar Co-supervisor: Dr. Christian Rammer
2007-2008	<b>Balochistan University of Information Technology, Engineering &amp; Management Sciences, Quetta, Pakistan</b> Master of Business Administration MBA (Finance)
2003-2007	<b>Balochistan University of Information Technology, Engineering &amp; Management Sciences, Quetta, Pakistan</b> Bachelor of Business Administration (BBA- 4 Years)

### PROFESSIONAL RECORD

#### Academic Experience

2021 – Now	<b>University of Turbat, Turbat, Pakistan</b> Director (Acting) Quality Enhancement Cell
2015 – Now	<b>University of Turbat, Turbat, Pakistan</b> Assistant Professor at the Department of Management Sciences
2017 – 2019	<b>University of Turbat, Turbat, Pakistan</b> Dean Research
2013 – 2015	<b>University of Turbat, Turbat, Pakistan</b> Lecturer at the Department of Management Sciences
2009 – 2013	<b>University of Balochistan Sub-Campus Turbat, Turbat, Pakistan</b> Lecturer at the Department of Management Sciences
<b>Subject Taught:</b>	<b>Management Sciences Department:</b> Development Economics, Advanced Research Methodology, Business Mathematics, Business Statistics, Microeconomics,

Macroeconomics, Financial Management  
**Commerce Department:** Business Mathematics, Business Statistics, Microeconomics, Macroeconomics  
**Economics Department:** Econometrics, Introduction to Logic  
**Thesis Supervision:** Supervised seven theses of MS Students at the department of Management Sciences

### **Banking Experience**

**2008 – 2009**      **Bank Alfalah Limited (BAL) Turbat Branch, Turbat, Pakistan**  
 Operation Officer and IT Officer at the Department of Operation and IT  
 Responsibilities included: collection and clearing of OBC and IBC, accounts opening, remittances, staff record maintenance, networking, installation, troubleshooting, processing different modules (i.e. day starting, day ending, backups, interest calculation, and ATM transaction).

### **Other Experience**

**04/2017 – 08/2017**      **Centre for European Economic Research (ZEW), Mannheim Germany**  
 Research Assistant  
 Measuring Competitiveness and comparing the competitiveness of Member States over time and across Member States (European Union).

**08/2008 – 09/2008**      **National Bank of Pakistan (NBP) Quetta, Pakistan**  
 Internship at the NBP Sariab Branch  
 Assist customers in account opening procedures, analysis of branch monthly and annual expenses, and assist pensioners.

**08/2006 – 09/2006**      **Gwadar Development Authority (GDA), Gwadar, Pakistan**  
 Internship at the given departments; Finance and Accounts, HR, and Town & Planning  
 Responsibilities included: studying financial statements, recruitment and selection procedure, and procedure for the issuing NOC's, towns planning, and the master plan of GDA.

### **MEMBERSHIP IN STATUTORY BODIES**

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Member (as Director) of the Senate of UoT  
 Member (as faculty member) of the Board of Studies, Management Sciences Department, UoT  
 Member (as Director) of all Departmental Board of Studies, UoT  
 Member (as Director) of the Academic Council, UoT  
 Member (as Director) of the Syndicate, UoT  
 Member (as Director) of Advance Studies & Research Board, UoT  
 Member (as Director) of Finance & Planning Committee, UoT

### **CONTRIBUTION TO THE ESTABLISHMENT OF UOT (Since 2009)**

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Founding Member, University of Turbat  
 Involved in curriculum development for BBA, MBA, MS, and PhD programs in Management Sciences  
 Contributed to the formulation of Graduate and Undergraduate Rules and Regulations at the UoT  
 As Director QEC, accredited various degree programs of UoT  
 As Director QEC, facilitated the affiliation of 10 colleges with the UoT  
 Conducted analysis and prepared reports on QEC surveys, including student evaluations of teaching, course evaluations, and graduate program assessments

### **AWARDS**

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**2021**      **Obtained University of Turbat Best Teacher Award 2021**  
*Also nominated and shortlisted for the Higher Education Commission National Best Teacher Award 2021*

**2021-2022**      **Competitive Research Grant (as PI) with a budget of Rs. 2,500,000/=**  
**RASTA, PIDE, Islamabad**

2013 – 2017

**PhD Scholarship**

HEC (Pakistan) and DAAD (Germany)

2008

**Gold Medalist**

MBA (Finance- Batch Fall 2007), BUITEMS Quetta, Pakistan

## RESEARCH AND DISCUSSION PAPERS

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Ahmed, A., **Ahmed, R.**, Nasir, A. M., & Barkat, W. (2025). Blue Economy for Sustainable Development: A Conceptual Study on Coastal Balochistan. *Progressive Research Journal of Arts & Humanities (PRJAH)*, 7(1), 1–10. Retrieved from <https://prjah.org/index.php/prjah/article/view/380>

**Ahmad, R.**, Waris, I., & Ayyoub, M. (2025). Manipulating Grades and Evaluations: Unpacking the Power Dynamics Between Students and Teachers in Higher Education. *Journal of Educational Psychology and Pedagogical Sciences*, 5(1), 15-38. [JEPPS, 113-5i0225-15-38.pdf](https://jepps.com/index.php/jepps/article/view/113-5i0225-15-38.pdf)

Nasir, A. M., Ahmed, A., Barkat, W., & **Ahmed, R.** (2025). The Role of Stock-Based Compensation in Determining the Effect of Financial Revenues and Net Financial Payouts on Investment Efficiency. *Center for Management Science Research*, 3(5), 213-242. <https://cmsrjournal.com/index.php/Journal/article/view/422>

Tahir, M., Ibrahim, H., Khan, B., & **Ahmed, R.** (2025). Foreign Earnings Repatriation: The Effect of Exchange Rate Volatility and the Risk of Expropriation. *Journal of Economic and Administrative Sciences*, 41(2), 527-539. <https://doi.org/10.1108/JEAS-04-2022-0092>

Ullah, R., **Ahmed, R.**, Tahir, M., Nasir, A. M & Muhammad, M. (2024). Optimizing Agricultural Growth: Targeted Farm Credit Allocation Strategies for Sustainable Crop Yields in Pakistan. *Sarhad Journal of Agriculture*, 40(4): 1344-1353. <https://dx.doi.org/10.17582/journal.sja/2024/40.4.1344.1353>

Nasir, A. M., **Ahmed, R.**, Ayyoub, M., & Tahir, M. (2024). Withholding Tax and Financial Inclusion: A Time-Series Analysis of Pakistan's Fiscal Policy. *Pakistan Journal of Social Sciences*, 44(3), 443-457. <https://pjss.bzu.edu.pk/index.php/pjss/article/view/1498>

Nasir, A. M., **Ahmed, R.**, Ayyoub, M., & Muhammad, M. (2024). Impact of Financial Revenues and Net Financial Payouts on Investment Efficiency: Evidence from US Non-Financial Firms. *iRASD Journal of Economics*, 6(2), 529-554. <https://doi.org/10.52131/joe.2024.0602.0222>

**Ahmed, R.**, Nasir, A. M., Ayyoub, M., & Ahmed, A. (2024). Post-Flood Challenges to Polio Eradication in Pakistan. *Pakistan Journal of Humanities and Social Sciences*, 12(2), 1804-1816. <https://doi.org/10.52131/pjhss.2024.v12i2.2327>

Saleem, M., Jan, M., & **Ahmed, R.** (2024). The Effects of Income of Foreign Workers on Families' Consumption and Savings Pattern Behaviors in District Kech, Balochistan. *Journal of Social Sciences and Media Studies*, 8(1), 126-133. <https://jossams.smiu.edu.pk/index.php/JOSSAMS/article/view/346/125>

Waris, I., Iqbal, A., **Ahmed, R.**, Hashim, S., & Ahmed, A. (2024). Values and Information Publicity Shape Tourists' Intentions to Visit Green Hotels: An Application of the Extended Value-Belief Norms Theory. *Management of Environmental Quality: An International Journal*, 35(4), 780-798. <https://doi.org/10.1108/MEQ-04-2023-0130>

Rashid, S., Ahmed, A., Waris, I., **Ahmed, R.**, & Barkat, W. (2024). The Effect of High Involving Human Resource Practices on Employee Wellbeing and Performance: A Moderating Role of Psychosocial Safety Climate. *Pakistan Business Review*, 25(4), 374-394. <https://doi.org/10.22555/pbr.v25i4.934>

Barkat, W., Waris, I., **Ahmed, R.**, & Dad, M. (2024). Transformational leadership and frontline

managers work engagement, innovative work behavior, organizational citizenship behavior, and employee sustainability in the hotel industry in Pakistan. *Journal of Human Resources in Hospitality & Tourism*, 23(2), 315-336. <https://doi.org/10.1080/15332845.2024.2282217>

Iltaf, J., **Ahmed, R.**, & Ayyoub, M. (2023). Economic Shockwaves: Examining Stock Market Behavior in Pakistan Amidst the COVID-19 Pandemic. *Annals of Social Sciences and Perspective*, 4(2), 487-513. <https://doi.org/10.52700/assap.v4i2.340>

**Ahmed, R.** Ayyoub, M., Iqbal, M. and Barkat, W. (2023). "Investment in Human Capital and Manufacturing Enterprise Productivity: Evidence from Pakistan". *Journal of Asian Development Studies*, 12(3), 1349-1363.

**Ahmed, R.**, & Ayyoub, M. (2023). The Nexus between Power Outages and Business Enterprise Sales Performance: A South Asian Perspective. *Pakistan Journal of Social Sciences*, 43(3), 399-412. <https://pjss.bzu.edu.pk/index.php/pjss/article/view/1353>

Murtaza, M., Ayyoub, M., Riaz, A., & **Ahmed, R.** (2023). Examining Linkages between Poverty Alleviation and Macroeconomic Performance in Pakistan. *Journal of Policy Research*, 9(2), 665-678. <https://zenodo.org/records/8331494>

Ahmed, A., Barkat, W., **Ahmed, R.**, & Khalil, S. (2022). The Nexus Between Employability Skills and Economic Well-Being in the Context of China-Pakistan Economic Corridor. *Pakistan Business Review*, 24(3). <https://pbr.iobm.edu.pk/wp-content/uploads/2023/03/Paper-5.pdf>

**Ahmed, R.**, Ahmed, A., Barkat, W., & Ullah, R. (2022). Impact of Scholarships on Student Success: A Case Study of University of Turbat, Pakistan. *Pakistan Development Review*, 61(2), 231-258. <https://www.jstor.org/stable/27262044>

**Ahmed, R.**, Barkat, W., Ahmed A. Tahir, M. & Majid, A. (2022). The Impact of Flooding on Education of Children and Adolescents: Evidence from Pakistan. *Water Economics and Policy*, 8(03), 2240009. <https://doi.org/10.1142/S2382624X22400094>

**Ahmed, R.**, Ahmed, A., & Barkat, W. (2021). Behavioral limitations of individuals for coping with COVID-19: A terror management perspective. *Journal of Human Behavior in the Social Environment*, 31(1-4), 97-118. <https://doi.org/10.1080/10911359.2020.1835778>

Ahmed, A., Jan, G., Barkat, W., **Ahmed, R.**, & Mahmood, A. (2021). The Impact of Spirituality on Resilience and Engagement During the COVID-19 Pandemic. *Journal of Management, Spirituality & Religion*, 18(5), 400-424. <https://doi.org/10.51327/NAEU8792>

Bashir, L., **Ahmed, R.**, Ahmed, A. & Barkat, W. (2019). The Role of Family Settings on Female Participations in Labor Force: Evidence from Pakistan. *Balochistan Review*, XLI(2), 30-49.

**Ahmed, R.** (2018). The impact of flooding on marriage: evidence from Pakistan. *Disaster Prevention and Management*, 27(1), 115-128. <https://doi.org/10.1108/DPM-05-2017-0094>

Barkat, W., Beh, L. S., Ahmed, A., & **Ahmed, R.** (2018). Impact of intellectual capital on innovation capability and organizational performance: An empirical investigation. *Serbian Journal of Management*, 13(2), 365-379. <https://doi.org/10.5937/sjm13-16997>

Rammer, C., **Ahmed, R.**, & Behrens, V. (2018). *Long data series on innovator quotas: short study commissioned by the Commission of Experts on Research and Innovation* (No. 15-2018). Studies on the German innovation system. <https://www.econstor.eu/bitstream/10419/175557/1/1015317650.pdf>

**Ahmed, R.** (2017). *Essays on Infrastructure, Firm Productivity, Natural Disaster and Life Course Transition in South Asia* (Doctoral dissertation). <http://archiv.ub.uni-heidelberg.de/volltextserver/23249/>.

**Ahmed, R.** (2016). Social Infrastructure and Productivity of Manufacturing Firms—Evidence from Pakistan. *ZEW-Centre for European Economic Research Discussion Paper*, (16-038), Mannheim

## PROFESSIONAL TRAINING AND SCIENTIFIC EVENTS

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04/2025	<b>Forman Christian College University, Lahore, Pakistan</b> Presented a paper, titled “ <i>Manipulating Grades and Evaluations: Unpacking the Power Dynamics Between Students and Teachers in Higher Education</i> ” in the 5 <sup>th</sup> International Conference of PNQAHE
04/2025	<b>Forman Christian College University, Lahore, Pakistan</b> Attended the Pre-Conference Workshops titled “ <i>Stakeholders Engagement in Quality Assurance – Shaping Higher Education with Inputs from all Relevant Voices</i> ”
12/2024	<b>BACT and QEC-UoT, Turbat, Pakistan</b> Resource Person: Conducted a three-day workshop titled “ <i>Enhancement of Quality Education and Institutional Practices in Affiliated Colleges</i> ”
11/2024	<b>NTNU, Gjøvik, Norway</b> Visited NTNU, Gjøvik, Norway for a week-long workshop through the RAPID Project (Erasmus Funded Project). The goal of the initiative was to revolutionize the E-learning landscape in Pakistan.
03/2023	<b>BRC, Turbat, Pakistan</b> Resource Person in a Career Council Event, “ <i>Shaping Tomorrow (Foreign Scholarship)</i> ”
03/2023	<b>UoT, Turbat, Pakistan</b> Training Session (as Resource Person) with Faculty Members on “ <i>Quality Assurance and Enhancement of Higher Education</i> ”
05/2022	<b>NED University, Karachi, Pakistan</b> Presented a paper, “ <i>The crude scores of teacher evaluation survey mislead universities: A case study of University of Turbat</i> ”
03/2022	<b>PIDE, Islamabad, Pakistan</b> Presented a paper in the 1st RASTA Conference, “ <i>Impact Evaluation of Government Scholarship On Students Success: A Case Study of University of Turbat</i> ”
03/2022	<b>Shah Abdul Latif University, Khairpur, Pakistan</b> Participated a conference “ <i>the 3rd International Conference on Quality Assurance in Higher Education</i> ”
04/2017	<b>University of Heidelberg, Heidelberg, Germany</b> Participated a workshop, “ <i>Writing Articles in the Humanities and Social Sciences</i> ”
07/2016	<b>University of Heidelberg, Heidelberg, Germany</b> Participated the workshop, “ <i>Geospatial Analysis of Disasters: Measuring Welfare Impacts of Emergency Relief</i> ”
06/2016	<b>Development Economics and Policy 2016: Annual International Conference of the Research Group on Development Economics, Heidelberg University, Heidelberg, Germany</b> Presented a poster presentation, “ <i>Social Infrastructure and Productivity of Manufacturing Firms – Evidence from Pakistan</i> ”
05/2016	<b>MIRDEC 2016-Conference on Social, Economics, Business and Educational Science Budapest, Hungary</b> Presented a paper, “ <i>Social Infrastructure and Productivity of Manufacturing Firms: Evidence from Pakistan</i> ”
10/2015	<b>Hotel Jezero, Lake Bohinj, Slovenia</b> Participated the 8th International Annual Liberty Seminar

<b>05/2015</b>	<b>University of Heidelberg, Heidelberg, Germany</b> Attended the international Conference, “ <i>2015 European meeting of the Economic Science Association</i> ”
<b>07/2015</b>	<b>ZEW, Mannheim, Germany</b> Participated the international conference titled, “ <i>6th ZEW/MaCCI Conference on the Economics of Innovation and Patenting</i> ”
<b>05/2015</b>	<b>University of Heidelberg, Heidelberg, Germany</b> Participated the workshop, “ <i>How to avoid Plagiarism</i> ”
<b>03/2015</b>	<b>Stube, Weil der Stadt, Germany</b> Participated the seminar, “ <i>Education in Globalization Challenge: What Kind of Education Do We Want?</i> ”
<b>12/2013</b>	<b>University of Heidelberg, Heidelberg, Germany</b> Participated the workshop, “ <i>Entrepreneurship in Action</i> ”
<b>10/2013</b>	<b>University of Heidelberg, Heidelberg, Germany</b> Participated the workshop, “ <i>Analyzing Personal Potential for Your Career</i> ”
<b>07/2013</b>	<b>ZEW, Mannheim, Germany</b> Participated the workshop titled, “ <i>15th ZEW Summer Workshop 2013 on the Current Fiscal Policy Challenges in Europe</i> ”
<b>06/2013</b>	<b>ZEW, Mannheim, Germany</b> Participated the international conference titled, “ <i>5th ZEW/MaCCI Conference on the Economics of Innovation and Patenting</i> ”

## OTHER KNOWLEDGE AND SKILLS

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<b>Computer Skills</b>	STATA, QGIS, EndNote Library, MS-Office: Word, PowerPoint, Spreadsheets
<b>Language Skills</b>	English ( <i>Fluent</i> ), German ( <i>Basic</i> ), Balochi ( <i>Mother Tongue</i> ), Urdu ( <i>Excellent</i> )