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OPENING SESSION – February 27, 2013	
TIME	Inaugural Session
09:00am -09:45am	Registration
10:00am -11:00am	Opening Session (Guests are requested to be seated by 09:50am sharp)
10:00am - 10:05am	National Anthem and Recitation from the Holy Quran
10:05am - 10:15am	Welcome address by Dr. Hasan Sohaib Murad, Patron ICoBM/Rector UMT
10:15am - 10:25am	Inaugural Speech by the Chief Guest Honorable
10:25am - 10:55am	Keynote Speech by Prof. Dr. Christine Ennew (Pro-Vice Chancellor University of Nottingham)
10:55am - 11:00am	Souvenir Presentation
11:00am - 11:30am	Tea Break

DAY – 1 Wednesday 27 <sup>th</sup> FEB 2013							
SESSION 1 11:30 am to 1:00 pm							
SR.	DATE	VENUE	SESSION CODE	TOPIC	Presenters	TIME	
1	27-02-13	3L-01 (Academic) (Management)	A-I	IC3-Nov-2012-032	CHENG Ming Yu TAN Hoi Piew Faculty of Accountancy and Management Universiti Tunku Abdul Rahman  FOK Kuk Fai ASEAN Academy of Engineering & Technology (AAET)	11:30 am- 11:45 am	Track Manager: Ms. NavedaKitchlew  Chair:  Rapporteur: Ms. Khawar Sultana
				IC3-Nov-2012-017	Mudassir Farooqi Department of Management Sciences Lahore Leads University Garden Town Lahore		

				IC3-Dec-2012-044 Outsourcing, Cost Reduction and Firm's Performance: Empirically Evidenced from Banking Sector of Pakistan	<b>Aamir Khan</b> Dr. Attiya Yasmeen Javed Pakistan Institute of Development Economics, Islamabad	<b>12:00 am-12:15 pm</b>
				IC3-Dec-2012-047 To Study the Rise in Satisfaction Level of People due to E-Governance Initiative by Government of Punjab-A Case Study of Excise and Taxation Department	<b>Saif Ur Rehman</b> Ali Sajid Muhammad Umar Farooq Rozeia Mustafa Asif Irfan Institute of Business Management, University of Engineering and Technology, Lahore	<b>12:15 pm-12:30 pm</b>
				Question and Answer Session Session Discussion		<b>12:30 pm-01:00 pm</b>
<b>2</b>	<b>27-02-13</b>	<b>3L-02 (Academic) (Economics)</b>	<b>B-I</b>	IC3-Nov-2012-026 Regional Competitiveness and Development Sustainability: From Resources Towards Capital	<b>Dr Vera Boronenko</b> Jelena Lonska Faculty of Social Sciences of Daugavpils University	<b>11:30 am-11:50 am</b>
				IC3-Nov-2012-022 The Relationship between Trade Openness and Income Inequalities: Empirical Evidences from Pakistan (1972-2008)	<b>Sehar Munir</b> International Islamic University, Islamabad (IIUI)  Dr. Adiq Kausar Kiani Head of Economics Department at Federal Urdu University of Arts, Science and Technology, Islamabad (FUUAST)  Azra Khan Federal Urdu University of Arts, Science and Technology, Islamabad (FUUAST)  Ahsan Jamal Government College University, Faisalabad	<b>11:50 am-12:10 pm</b>
				IC3-Nov-2012-013 Handling Technological Innovations: China Overview	<b>Ahunjonov Umidjon Maxamadumarovich</b> Wuhan University of Technology, Wuhan-430070, P.R China  Bekmurodov Adham Sharipovich	<b>12:10 pm-12:30 pm</b>
						<b>Track Manager: Dr. RukhsanaKalim</b>  <b>Chair: Dr. Mumtaz Anwar Chudhary</b>  <b>Rapporteur: Mr. Qazilrfan</b>

					Banking and Finance Academy, Tashkent-100000, Uzbekistan			
				Question and Answer Session		12:30 pm- 01:00 pm		
				Session Discussion				
3	27-02-13	3L-03 (Academic) (HRM)	C-I	IC3-Nov-2012-029	<b>Nadia Hanif</b> Zafar Ahmad Sadia Farooq Hasan Farid Hailey College of Commerce, University of the Punjab, Lahore	11:30 am- 11:50 am	Track Manager: <b>Dr. Naveed Yazdani</b>  Chair: <b>Dr.</b>  Rapporteur:	
				Balanced Scorecard as a Spontaneous Performance Measurement Tool: A Case of Insurance Companies in Pakistan				
				IC3-Oct-2012-010	<b>Saeed Ahmed Shaikh</b> Faiz Muhammad Khuwaja Mir Muhammad Shah Muhammad Hafeez Shaikh IBA Sukkur	11:50 am- 12:10 pm		
				The personal, organizational and external factors responsible for Faculty retention- A lesson from SUKKUR IBA				
IC3-Sept-2012-003	<b>Naveed Yazdani</b> Mavra Naeem School of Business & Economics, University of Management & Technology, Lahore	12:10 pm- 12:30 pm						
Question and Answer Session		12:30 pm- 01:00 pm						
Session Discussion								
4	27-02-13	3L-04 (Academic) (MO Study Group)	D-I	<b>MO Study Group Workshop</b>		11:30 am 1:00 pm	Track Manager: <b>Prof. Dr. A. Rasheed Kausar</b>  Chair: <b>Dr.</b>  Rapporteur: <b>Mr. Aqeel Ahmad</b>	
5	27-02-13	3L-05 (Academic) (Education)	E-I	IC3-Dec-2012-055	<b>Zubia Noreen</b> Dr. Amtul Hafeez Department of Distance & Non Formal Education, Allama Iqbal Open University Islamabad	11:30 am- 11:50 am	Track Manager: <b>Dr. Khalid Rashid</b>  Chair: <b>Dr. Zafar Iqbal</b>  Rapporteur: <b>Mr. Sajid Masood</b>	
				A Study on Adopting Emerging Methodological Trends by Distance Learners				
				IC3-Dec-2012-075	<b>Atika Qazi</b> Dr. Ram Gopal Raj Dr. Muhammad Tahir University of Malaya ,Kuala Lumpur	11:50 am- 12:10 pm		
				Improved Data Model with Refined Structures for Course Selection for Opinion Satisfaction in E- Learning				

				IC3-Dec-2012-078  Third World Education Policies in a Globalized World: Exposing the Controversies in Tanzania and Pakistan	<b>Muhammad Ashraf</b> Peter S. Kopweh School of Education, College of Social Sciences, St. Andrew's Building, 11 Eldon Street, Glasgow G3 6NH, UK	12:10 pm- 12:30 pm	
				Question and Answer Session Session Discussion		12:30 pm – 1:00 pm	
6	27-02-13	3L-06 (Academic) (Special Education; SSSH) (Plenary Session)	F-I	Reaching out for Inclusion	Mr. Fazil Cheema, Director Special Education, Govt. of the Punjab	11:30 am 1:00 pm	Track Manager: Prof. Dr. Abdul Hameed  Chair: Mr. Mohyuddin Wani, Secretary Special Education, Govt. of the Punjab  Rapporteur:Ms. Amna Arif
			Rural Inclusive Education Program	Mr. Amar			
			Aligning Public Schools for the new Cahllenge	Mr. Irshad Nadeem Kayani Kiani, Director, DSD Punjab			
7	27-02-13	3L-07 (MS / PhD Students Presentations)	G-I			11:30 am 1:00 pm	Track Manager: Prof. Dr. Ahmed F. Siddiqui  Chair: Dr.  Rapporteur:
8	27-02-13	3L-08 (Academic) (Finance)	H-I	IC3-Nov-2012-028  Impact of Remittances on Financial Development: A Case of Latin America and Caribbean Region	<b>Bilal Sharif</b> Sumaira Tufail Sidra Amjad Hailey College of Commerce, University of the Punjab, Lahore	11:30 am- 11:50 am	Track Manager: IBA Sukkar  Chair: Dr. Ahamd Kalim  Rapporteur: Mr. Mahmood Shah
				IC3-Dec-2012-040  Do Investors Herd: An Emerging market Evidence	<b>Dr. Safi Ullah Khan</b> Institute of Management Sciences, Kohat University of Science and Technology, Pakistan Bannu Road, Kohat, Khyber Pukhtunkhawa	11:50 am- 12:10 pm	
				IC3-Dec-2012-073  Impact of Capital Asset Pricing Model (CAPM) on Pakistan; ( The Case of KSE 100 Index)	<b>Naveed Saif</b> <b>Gomal University D.I.Khan</b>	12:10 pm- 12:30 pm	
				Question and Answer Session Session Discussion		12:30 pm- 01:00 pm	
9	27-02-13	Seminar Room (Corporate Speakers Track)	I-I	Role of Regulatory Bodies in Driving Economy	<b>Yonus Mughal</b> – PEMRA <b>Rahat Qunain</b> – Competition Commission <b>Wasim Tauqer</b> – PTA <b>Muhammad Ali</b> - SECP	11:30 am 1:00 pm	Track Manager: Mr. Farzoq Chaudhry  Chair: Dr.  Rapporteur:
10	27-02-13	2N-1 (Corporate	J-I	Exchange Companies	<b>Hamid Farid</b> (Western Union)	11:30 am 1:00 pm	Track Manager: Mr. Farzoq Chaudhry

		<b>Speakers Track)</b>			<b>Sajjad Arif</b> (H&H Exchange Company)		<b>Chair: Dr.</b>
					<b>Aejaz ur Rehman</b> (Habib Qatar Exchange)		<b>Rapporteur:</b>
					<b>Asmat Ullah Butt</b> (Dollar East)		
<b>11</b>	<b>27-02-13</b>	<b>2N-4 (Corporate Speakers Track)</b>	<b>K-I</b>	Real Estate -An emerging sector of Decade - Scope and challenges	<b>Ansar Qureshi</b> – DHA	<b>11:30 am</b>	<b>Track Manager: Mr. Farzoq Chaudhry</b>
					<b>Maj. Farooq</b> – Lake City	<b>1:00 pm</b>	<b>Chair: Dr.</b>
					<b>Ali Akbar</b> – Eden Housing		<b>Rapporteur:</b>
					<b>GM Marketing</b> – Bahria Town		

**LUNCH**  
**1:00 pm-2:00 pm**

**SESSION 2**  
**2:00 pm to 3:30 pm**

<b>12</b>	<b>27-02-13</b>	<b>3L-01 (Academic) (Management)</b>	<b>A-II</b>	IC3-Jan-2013-082  Globalization and Nation State	<b>Khalid Mahmood</b> Department of Economics, University of Management and Technology, Lahore	<b>2:00 pm- 2:20 pm</b>	<b>Track Manager: Ms. Naveda Kitchlew</b>
				IC3-Nov-2012-016  Ahistoricity in Management Research: A critique of pure empiricist stance	<b>Mudassir Farooqi</b> Department of Management Sciences Lahore Leads University Garden Town Lahore  Dr. Naveed Yazdani School of Professional Advancement / School of Business & Economics, University of Management & Technology, Lahore	<b>2:20 pm- 2:40 pm</b>	<b>Chair: Dr.</b>
				Ethical values of Business in Islam	<b>Dr. Bashir Ahmad Rind</b>  Ume Kalsoom Rind	<b>2:40 pm- 3:00pm</b>	<b>Rapporteur: Ms. Khawar Sultana</b>
				Question and Answer Session Session Discussion		<b>3:00 pm to 3:30 pm</b>	
<b>13</b>	<b>27-02-13</b>	<b>3L-02 (Academic) (Finance / Banking)</b>	<b>B-II</b>	IC3-Nov-2012-014  Risk Analysis of open and closed end mutual funds: A Case Study of Pakistan	<b>Zeeshan Ahmad Khan</b> Bilal Nafees Salman Ahmad University of Central Punjab, 1 - Khayaban-e-Jinnah Road, Johar Town, Lahore	<b>2:00 pm to 2:20 pm</b>	<b>Track Manager: IBA Sukkar</b>
				IC3-Nov-2012-021  What can be the Determinants of Capital Structure of Banking Sector of Pakistan?	<b>Sidra Amjad</b> Bilal Sharif Sumaira Tufail  Hailey College Of Commerce, University of the Punjab, Lahore	<b>2:20 pm to 2:40 pm</b>	<b>Chair: Dr.</b>
							<b>Rapporteur: Mr. Mahmood Shah</b>

				IC3-Nov-2012-024 Impact of Working Capital Management on Profitability of Textile Sector of Pakistan	<b>Bilal Sharif</b> Sumaira Tufail Sidra Amjad Hailey College Of Commerce, University of the Punjab, Lahore	2:40 pm to 3:00 pm	
				Question and Answer Session Session Discussion		3:00 pm to 3:30 pm	
14	27-02-13	3L-03 (Academic) (IS)	C-II	IC3-Dec-2012-033 Critical Evaluation of Impact of Social Networks and Benefits, Risks, and Opportunities Associate with E-Commerce: A Theoretical Overview	<b>Zain Khalid</b> Hassan Mustafa Khan SBE-UMT	2:00 pm to 2:20 pm	Track Manager: Mr. Syed Husnain Abbas Shah  Chair: Mr. Atique Ahmad  Rapporteur: Mr. M Riaz
				IC3-Dec-2012-045 Using RFID and Bar Code Technology in Work In Progress Management	<b>Muhammad Ali</b> Dr. Qin Xian Sheng NESCOM NWPUP, Xian China	2:20 pm to 2:40 pm	
				IC3-Dec-2012-061 Impact of Information Technology on the Environment- A Critical Analysis	<b>Sahar Javed</b> Prof. Dr. Aamir Ijaz Prof. Engr. Col. (Retd.) Fazal UR Rehman Malik Institute of Quality and Technology Management University of the Punjab, Lahore	2:40 pm to 3:00 pm	
				Question and Answer Session Session Discussion		3:00 pm to 3:30 pm	
15	27-02-13	3L-04 (Academic) (MO Study Group)	D-II	<b>MO Study Group</b>		2:00pm- 3:30pm	Track Manager: Prof. Dr. A. Rasheed Kausar  Chair: Dr.  Rapporteur: Mr. Aqeel Ahmad
16	27-02-13	3L-05 (Academic) (Marketing)	E-II	<b>Marketing Presentations</b>		2:00pm- 3:30pm	Track Manager: Prof. Dr. Haroon  Chair: Dr. . Sarwar Azhar  Rapporteur: Mr. Salman Zaheer
17	27-02-13	3L-06 (Academic) (Special Education; SSSH)	F-II	Measuring the Levels of Anxiety of Inclusive Schools Heads	<b>Abdul Basit Rana</b> and Javed Iqbal	2:00pm- 2:15pm	Track Manager: Prof. Dr. Abdul Hameed

							Chair: Dr. Muhammad Zafar Iqbal
				A Study of Curriculum Review Taught to Children with Mental Retardation in Inclusion	Dr. Humara Bano, Dr. Nasir-ud-Din, Dr. Samina Ashraf, Ajilah Aziz and Saliha Maqsood	2:15pm-2:30pm	Rapporteur: Dr. Hina Fazil
				Switching 'on' a Green Signal for Inclusion in Pakistan: Evidences from Islamabad Model Schools and Colleges	Dr Muhammad Uzair-ul-Hassan and Mushtaq Hussain	2:30pm-2:45pm	
				Review the Curriculum of 9th class (Urdu) According to the Curriculum Theories	Faiza Abbas	2:45pm-3:00pm	
				Difficulties Encountered by Students with Visual Impairment in Inclusive Education at Higher Education Level	Ghulam Fatima, Misbah Malik and Dur-e-Nayab	3:00pm-3:15pm	
18	27-02-13	3L-07 (Academic) (Economics)	G-II	IC3-Dec-2012-037  Entrepreneur Business Development and Its impact on Small and Medium Enterprises SMEs and Rural Development in Sindh	Dr. Anwar Ali Shah G. Syed Faculty of Commerce & Business Administration University of Sindh  Faiz M. Shaikh SZABAC-Dokri-Larkana	2:00 pm-2:20 pm	Track Manager: Prof. Dr. Rukhsana Kalim  Chair: Dr. Abdul Qudus  Rapporteur: Mr. Qazi Muhammad Irfan
				IC3-Dec-2012-043  Impacts of Imports, Exports and Foreign Direct Investment on the Gross Domestic Product (GDP) Growth	Malik Aziz-ur-Rehman Atif Superior University, Lahore	2:20 pm-2:40 pm	
				IC3-Dec-2012-068  Globalization, Technology Transmission and Economic Growth (A Case Study of Pakistan)	Bushra Mushtaq Virtual University of Pakistan  Muhammad Afzal University of Punjab, Lahore	2:40 pm-3:00 pm	
				Question and Answer Session Session Discussion		3:00 pm-3:30 pm	
19	27-02-13	3L-08 (Academic) (Management)	H-II	IC3-Dec-2012-059  Amidst the Barricades: Pakistani Women as Managers in Higher	Bushra Ghaus Dr. Saddaf Ayub Raja Fatima Jinnah Women University, Rawalpindi	2:00 pm-2:15 pm	Track Manager: Mr. Khurram Shahzad  Chair: Dr.

				Education			<b>Rapporteur: Ms. Khawar Sultana</b>
				IC3-Dec-2012-041 Big Five Personality and Shared Team Leadership	<b>Muhammad Abbas</b> Faculty of Management Sciences, Riphah International University Sector I-14 Islamabad  Usman Raja Faculty of Business, Brock University 500 Glenridge Ave St Catharines, ON L2S 3A1 Canada  Inam Ul Haq Faculty of Management Sciences, University of Central Punjab Lahore, Pakistan	<b>2:15 pm- 2:30 pm</b>	
				IC3-Dec-2012-048 Impacts of Late Working Hours on Employee's Performance: A Case Study on Engineers in Telecom Company of Pakistan	<b>Muhammad Salman Qureshi</b> Jawad Munir Toor Amir Zeeshan Institute of Business Management, University of Engineering and Technology, Lahore	<b>2:30 pm- 2:45 pm</b>	
				IC3-Jan-2013-085 Leadership Styles and Organizational Commitment in Banks	<b>Mahira Ahmad</b> Lecturer, Department of Applied Psychology Kinnaird College for Women, Lahore  Shysta Waqar, Assistant Professor, National Institute of Psychology Quaid-e-Azam University, Islamabad  Raumish Masud Khan, Assistant Professor, Department of Applied Psychology Kinnaird College for Women, Lahore	<b>2:45 pm- 3:00pm</b>	
				Question and Answer Session Session Discussion		<b>3:00 pm to 3:30 pm</b>	
<b>20</b>	<b>27-02-13</b>	<b>Seminar Room (Corporate Speakers Track)</b>	<b>I-II</b>	Insurance Industry - Opportunities and Challenges in Pakistan	<b>Dr Fawad</b> – GM Alfalah Insurance <b>Ishaq Khan</b> – Management Consultant <b>Zulfiqar Khan</b> – VP EFU <b>Nasar Samad</b> – CEO Alfalah Insurance	<b>2:00 pm 3:30 pm</b>	<b>Track Manager: Mr. Farzoq Chaudhry</b> <b>Chair: Dr.</b> <b>Rapporteur:</b>
<b>21</b>	<b>27-02-13</b>	<b>2N-1 (Corporate Speakers Track)</b>	<b>J-II</b>	Agribusiness Challenges and Opportunities for Pakistan	<b>Asad Zahoor</b> (Director USAID) <b>Jamshed Cheema</b> (CEO Auriga Group) <b>Philip Weisser</b> (Agri Consultant Holland) <b>A Amir Mirza</b> (Head Monsanto Pakistan)	<b>2:00 pm 3:30 pm</b>	<b>Track Manager: Mr. Farzoq Chaudhry</b> <b>Chair: Dr.</b> <b>Rapporteur:</b>
<b>22</b>	<b>27-02-13</b>	<b>2N-4 (Corporate Speakers Track)</b>	<b>K-II</b>	Role of CSR in Academia	<b>Maliha Malik</b> - FFC <b>Sonya Kyani</b> – Total Parco	<b>2:00 pm 3:30 pm</b>	<b>Track Manager: Mr. Farzoq Chaudhry</b> <b>Chair: Dr.</b>



**TEA BREAK**  
3:30 pm - 4:00 pm

**SESSION 3**  
4:00 pm to 5:30 pm

23	27-02-13	3L-01 (Academic) (HRM)	A-III	IC3-Dec-2012-034	<b>Abiha Zahra</b> Institute of Administrative Sciences, University of the Punjab	4:00 pm to 4:20 pm	
				ICT and HRM: Management Perceptions about the Changing Scenario			
				IC3-Dec-2012-035	<b>Aneeqa Suhail Ahmad</b> Institute of Administrative Sciences, University of the Punjab	4:20 pm to 4:40 pm	
				Question and Answer Session Session Discussion		4:40 pm to 5:150 pm	
24	27-02-13	3L-02 (Academic) (IS)	B-III	IC3-Dec-2012-064	<b>A. Muneeb Mehta</b> Hailey College of Banking and Finance, University of the Punjab, Lahore  M. Fasieh Mehta Punjab Information Technology Board, Lahore	4:00 pm to 4:20 pm	Track Manager: Mr. Syed Husnain Abbas Shah  Chair: Mr. Atique Ahmad  Rapporteur: Mr. M. Riaz
				E-Commerce; Problems and Prospects of E- Financing in Small Cities of Pakistan			
				IC3-Dec-2012-072	<b>Dr. Vikas Kumar</b> Asia-Pacific Institute of Management, 3&4 Institutional Area, Jasola, Sarita Vihar, New Delhi - 110025, India  P. Vidhyalakshmi JIT University, Jhunjhunu – 333001, Rajasthan, India	4:20 pm to 4:40 pm	
				IC3-Oct-2012-008	<b>Sajida Mukhtar</b> Prof. Dr. Khalid Rashid School of Social Sciences and Humanity, UMT, Lahore	4:40 pm to 5:00 pm	
				Question and Answer Session Session Discussion		5:00 pm to 5:30 pm	
25	27-02-13	3L-03 (MS / PhD Students Presentations)	C-III	<b>MS / PhD Students Presentations</b>		4:00 pm to 5:30 pm	Track Manager: Prof. Dr. Ahmed F. Siddiqui  Chair: Dr.  Rapporteur:

26	27-02-13	3L-04 (Academic) (MO Study Group)	D-III	MO Study Group		4:00 pm to 5:30 pm	Track Manager: Prof. Dr. A. Rasheed Kausar  Chair: Dr.  Rapporteur: Mr. Aqeel Ahmad
27	27-02-13	3L-05 (Academic) (Marketing)	E-III	Marketing Presentations		4:00 pm to 5:30 pm	Track Manager: Prof. Dr. Haroon  Chair: Dr. . Sarwar Azhar  Rapporteur: Mr. Salman Zaheer
28	27-02-13	3L-06 (Academic) (Special Education, SSSH)	F-III	Exploring the Understanding of Head Teachers of Sindh and Baluchistan about Inclusive Education	Kausar Waqar	4:00 pm to 5:30 pm	Track Manager: Prof. Dr. Abdul Hameed  Chair: Dr. Mahr Saeed Akhtar  Rapporteur: Dr. Shahid Farooq
				Curriculum Modification for the children with Autism	Mehwish Ahsen		
				Inclusive Education in Pakistan: Feasibility and Challenges	Misbah Malik, Samra Bashir and Ghulam Fatima		
				Development of Speech Language Plans for Children with Hearing Impairment in a School Setting	Munawar Ahmed Malik, Dr Abdul Ghafoor Chaudary and Dr. Humaira Bano		
				Curriculum Adaptations for Hearing Impaired Children	Uzma Rafique and Faiza Abbass		
<b>END OF DAY 1</b>							

**DAY – 2**  
**Thursday 28<sup>th</sup> FEB 2013**

**SESSION 1**  
**9:30 am to 11:00 am**

SR.	DATE	VENUE	SESSION CODE	TOPIC	SPEAKERS	TIME	
29	28-02-13	3L-01 (Academic) (Economics)	A-IV	IC3-Dec-2012-079	<b>Prof. Dr. Rukhsana Kalim</b> Muhammad Shahid Hassan SBE, University of Management and Technology Lahore	9:30 am to 9:45 am	Track Manager: <b>Dr. Dawood Mamoon</b>  Chair: <b>Dr. Vera Boronenko</b>  Rapporteur: <b>Mr. Qazi Irfan</b>
				IC3-Dec-2012-074	<b>Madiha Riaz</b> School of Social Sciences, University Sains Malaysia, Palau Penang, 11900, Malaysia	9:45 am to 10:00 am	
				IC3-Nov-2012-023	<b>Sehar Munir</b> International Islamic University, Islamabad (IIUI)  Azra Khan Federal Urdu University of Arts, Science and Technology, Islamabad (FUUAST)  Ahsan Jamal Government College University, Faisalabad	10:00 am to 10:15 am	
				IC3-Dec-2012-083	<b>Ayesha Wajid</b>  Dr. Rukhsana Kalim SBE, University of Management and Technology Lahore.	10:15 am to 10:30 am	
				Question and Answer Session Session Discussion		10:30 am to 11:00 am	
30	28-02-13	3L-02 (Academic) (HRM)	B-IV	IC3-Dec-2012-042	<b>Irum Shehzadi</b> Dr. Sarwar Azhar School of Business & Economics, University of Management & Technology, Lahore	9:30 am to 9:50 am	Track Manager: <b>Dr. Naveed Yazdani</b>  Chair: <b>Dr.</b>  Rapporteur:
				IC3-Dec-2012-069	<b>Ameer Hasan</b> Riphah International University, Islamabad  Muhammad Irfan Arif University of Education, Lahore	9:50 am to 10:10 am	

				IC3-Sept-2012-005  Organizational Learning: An Evaluation of Relevant Literature	<b>Naveed Yazdani</b> Syed Shahid Hussain School of Professional Advancement, University of Management & Technology, Lahore	10:10 am to 10:30 am	
				Question and Answer Session Session Discussion		10:30 am to 11:00 am	
31	28-02-13	3L-03 (MS / PhD Students Presentations)	C-IV			9:30 am to 11:00 am	Dr. Ahmad F.Siddique
32	28-02-13	3L-04 (Academic) (Management)	D-IV	IC3-Dec-2012-051  Impact of Business Education and Family Background on Entrepreneurial Potential	<b>Muhammad Imran Haider</b> School of Business & Economics, University of Management & Technology, Lahore	9:30 am to 9:45 am	Track Manager: Ms. NavedaKitchlew  Chair:  Rapporteur: Ms. Khawar Sultana
				IC3-Dec-2012-070  Managing Government & Business in True Process Management Perspective	<b>Khubaib Ahmed Qureshi</b> Hamdard Institute of Management Sciences, Hamdard University, Karachi	9:45 am to 10:00 am	
				IC3-Sept-2012-002  Emotional Labor & Big Five Personality Model	<b>Naveed Yazdani</b> School of Professional Advancement, University of Management & Technology, Lahore  Samra Tariq School of Business & Economics, University of Management & Technology, Lahore	10:00 am to 10:15 am	
				IC3-Oct-2012-011  Impact of Organizational Justice and Supportive Management on Employees' Customer Oriented Behavior in service sector of Pakistan	<b>Muhammad Ashar Shakeel</b> University of The Punjab, Gujranwala Campus  Wahab Shahbaz Muhammad Ali Jinnah University, Islamabad	10:15 am to 10:30 am	
				Question and Answer Session Session Discussion		10:30 am to 11:00 pm	
33	28-02-13	3L-05 (Academic) (Marketing/TQM)	E-IV	IC3-Nov-2012-020 Conceptual Study on Corporate Performance (CP) and Satisfaction in Public Health Service Organizations (PHSO) in Eastern Province of Sri Lanka: A Use of Balanced Score Card (BSC)	<b>Mr. Mohideen Bawa Mohamed Ismail</b> Faculty of Graduate Studies, University of Jaffna, Sri Lanka  Prof. Thirunavukkarasu Velnampy Faculty of Management Studies & Commerce, University of Jaffna, Sri Lanka	9:30 am to 9:50 am	Track Manager: Mobeen-Ul-Haq  Chair: Irfan Farooqi  Rapporteur:

				IC3-Dec-2012-067 Survey of Lahore consumption pattern and consumer behavior of poultry meat to provide insight in risk factors for campylobacteriosis	<b>Shehroze Sohail</b> Muhammad Sajid Saba Zareen Bilal Khawar Muhammad Imran Chahtha Institute of Business Management, University of Engineering and Technology, Lahore	<b>9:50 am to 10:10 am</b>	
				IC3-Dec-2012-066 Skin-Lightening Practice among Women living in Lahore	<b>Syed Hassan Askari</b> Dr Ali Sajid Zohaib Faran Sheikh Zahoor Sarwar Institute of Business Management, University of Engineering and Technology, Lahore	<b>10:10 am to 10:30 am</b>	
				Question and Answer Session Session Discussion		<b>10:30 am to 11:00 am</b>	
<b>34</b>	<b>28-02-13</b>	<b>3L-06 (Academic) (Special Education, SSSH)</b>	<b>F-IV</b>	A Guide to Inclusive Education for Headmaster	<b>Muhammad Usman Zia</b> and Abdul Basit Rana	<b>9:30 am to 9:45 am</b>	<b>Track Manager: Prof. Dr. Abdul Hameed Chair: Dr. Mumtaz Akhtar  Rapporteur: Ms. Ghulam Fatima</b>
				Attitude of School Heads towards Inclusion of Student with Disabilities in Regular Schools	<b>Nayyar Bashir</b>	<b>9:45 am- 10:00am</b>	
				Curriculum Adaptation For Students With Visual Impairment	<b>Mrs. Razia Ikram</b> and Amina Arif	<b>10:00am- 10:15am</b>	
				Curriculum Adaptation Made by the Teachers of Students with Hearing Impairment at Secondary Level	<b>Dr. Samina Ashraf</b> , Dr. Rukhsana Bashir and Kalsoom Mariam	<b>10:15am- 10:30am</b>	
				Challenges faced by Students with Hearing Impairment at Higher Education	<b>Dr. Rukhsana Bashir, Assistant Professor</b> , Dr. Humara Bano, Amna Shareef and Sobia Ramzan	<b>10:30am- 10:45am</b>	
<b>35</b>	<b>28-02-13</b>	<b>3L-07 (Academic) (Knowledge Management)</b>	<b>G-IV</b>	IC3-Dec-2012-056 A trust-based roadmap to innovation: Putting the puzzles together	<b>Athar Mahmood Ahmed Qureshi</b> Nina Evans School of Computer and Information Sciences, University of South Australia	<b>9:30 am to 9:45 am</b>	<b>Track Manager: Prof. Dr. Rasheed Kausar  Chair: Dr.  Rapporteur: Mr. Aqeel Ahmad</b>
				IC3-Sept-2012-007 The effect of affect-based and cognition-based trust on the sharing and use of tacit knowledge	<b>Naveed Yazdani</b> School of Professional Advancement, University of Management & Technology, Lahore  Adnan Siddique School of Business & Economics,	<b>9:45 am to 10:00 am</b>	

					University of Management & Technology, Lahore		
				IC3-Nov-2012-027 The impact of knowledge-based economics on total factors of production productivity growth	<b>Dr Mohammad AliAshrafiPour</b> Yerevan state University, Armenia  Zahra Amirabbasi Islamic Azad University, Firoozkooh Branch, Iran	<b>10:00 am to 10:15 am</b>	
				IC3-Oct-2012-009 Ikujiro Nonaka: A KM Guru	<b>Dr. Naveed Yazdani</b> School of Professional Advancement, University of Management & Technology, Lahore  Prof. Dr. A. Rasheed Kausar School of Business & Economics, University of Management & Technology, Lahore	<b>10:15 am to 10:30 am</b>	
				Question and Answer Session Session Discussion		<b>10:30 am to 11:00 pm</b>	
<b>36</b>	<b>28-02-13</b>	<b>3L-08 (Academic) (Supply Chain)</b>	<b>H-IV</b>	IC3-Dec-2012-053 The Impact of Supply Chain Management Practices on the Overall Performance of the Organization	<b>Muhammad Naseer Qayyum</b> Murtaza Ali Khuram Shazad College of Business and Administrative Sciences G C University Faisalabad	<b>9:30am-950am</b>	<b>Track Manager:</b> <b>Prof. Mr. Kamran Rashid</b> <b>Chair: Dr.</b>  <b>Rapporteur:</b>
			IC3-Dec-2012-071 Producing The Products: The Greener Way	<b>Muhammad Ahsan Farooqui</b> Faculty Of Electronic Engineering, GIK Institute  Dr. Aneel Salman Humanities And Management Department, GIK Institute  Muhammad Salman Khan Faculty Of Mechanical Engineering, GIK Institute	<b>9:50am-10:10am</b>		
			Question and Answer Session Session Discussion		<b>10:30am-11:00am</b>		
<b>37</b>	<b>28-02-13</b>	<b>Seminar room (Corporate Speakers Track)</b>	<b>I-IV</b>	Organization Sustainability through Management Development	<b>Mehmood Shamsheer – Kashf Bank</b> <b>Sohail Rizvi – Allied Bank</b> <b>Khubaib Ahmed - Descon</b>	<b>9:30 am to 11:00 am</b>	<b>Track Manager:</b> <b>Mr. Farzoq Chaudhry</b>  <b>Chair: Dr.</b>  <b>Rapporteur:</b>
<b>38</b>	<b>28-02-13</b>	<b>2N-1 (Corporate Speakers Track)</b>	<b>J-IV</b>	E-Government and ICT Implementations	<b>Ammar Jaffri -E-Village Project, Pakistan</b> <b>Attique Ahmad, (Director ERP, Power Info: Tech Company)</b> <b>Badar Khushnood (Google Pakistan)</b>	<b>9:30 am to 11:00 am</b>	<b>Track Manager:</b> <b>Mr. Farzoq Chaudhry</b>  <b>Chair: Dr.</b>  <b>Rapporteur:</b>

					Salman Iqbal (Director PSEB)		
39	28-02-13	2N-4 (Corporate Speakers Track)	K-IV	E Banking	Dr Qasif Shahid – MCB	9:30 am to 11:00 am	Track Manager: Mr. Farzoq Chaudhry  Chair: Dr.  Rapporteur:
<b>TEA BREAK</b> <b>11:00 am to 11:20 am</b>							
40	28-02-13	UMT Greens		Plenary Session  Datuk' Seri Mohamed Iqbal Rawther Chairman, Malaysian Institute of Management, Chairman World Muslim Leadership Forum		11:30 am – 1:00 pm	Track Manager: Dr. Hasan Sohaib Murad
<b>LUNCH BREAK</b> <b>1:00 pm to 2:00 pm</b>							
<b>SESSION 2</b> <b>2:00 pm to 3:30 pm</b>							

41	28-02-13	3L-02 (Academic) (Management)	B-V	IC3-Sept-2012-006 Formal and Informal Institutions in Wal-Mart Case	<b>José G. Vargas-Hernández</b> member of the National Research System Department of Administration University Center of Economic and Administrative Sciences University of Guadalajara.	<b>2:00pm- 2:15pm</b>	Track Manager: <b>Dr. Naveed Yazdani</b>  Chair:  Rapporteur: <b>Ms. Khawar Sultana</b>
				IC3-Nov-2012-030 Role Ambiguity And Employees Organization Based Self Esteem: Moderating Effect Of Workplace Spirituality	<b>Wahab Shahbaz</b> Ashar Shakeel Mohammad Ali Jinnah University, Islamabad	<b>2:15pm- 2:30pm</b>	
				IC3-Dec-2012-049 PRINCE2 Methodology: An Innovative Way of Project Management growing progressively across the globe	<b>Saima Saad</b> Dept. of Technology Management, University Malaysia Pahang, Malaysia  Abdullah Ibrahim Faculty of Technology, University Malaysia Pahang, Malaysia  Omme Asma Department of Political Science, University of Karachi, Pakistan  Muhammad Saad Khan Department of Chemical Engineering, Faculty of Engineering University Technology PETRONAS  Aneesa Abdul Qadir Department of Special Education, University of Karachi, Pakistan	<b>2:30pm- 2:45pm</b>	
				IC3-Dec-2012-036 Public service motivation and nonprofit organizations: Is there a valid relationship between the two?	<b>Aisha Azhar</b> Department of Management Sciences & Humanities GIK Institute of Sciences & Technology Topi, Swabi, Khyber Pukhtumkhwa	<b>2:45pm- 3:00pm</b>	
				IC3-Dec-2012-076  Role of Educational Leadership in Motivating Teachers for Effective Work	<b>Shahinshah Babar Khan</b> Pakistan Atomic Energy Commission Model College, Nilore, Islamabad / International Islamic University, Islamabad  Shaheen Ashraf Tahirkheli Faculty of Education, Allama Iqbal Open University, Islamabad	<b>3:00pm- 3:15pm</b>	
				Question and Answer Session Session Discussion		<b>3:15pm- 3:30pm</b>	



42	28-02-13	3L-03	C-V	Workshop on Research Techniques		2:00pm-3:30pm	Track Manager: Dr. Sarwar Azhar
43	28-02-13	3L-04	D-V	Workshop on Quantitative Techniques		2:00pm-3:30pm	Track Manager: Dr. Ahmad F. Siddique
44	28-02-13	3L-05 Academic) (Special Education, SSSH)	E-V	An analysis into the Practices for Successful Inclusion in Higher Education in Pakistan	Abdul Basit Rana and Muhammad Irfan Arif	2:00pm-2:15pm	Track Manager: Prof. Dr. Abdul Hameed  Chair: Dr. Humara Banbo Rapporteur: Dr. Smaina Asfraf
				Socio-Religious Response Towards Inclusive Education	Dr. Muhammad Nadeem Iqbal	2:15pm-2:30pm	
				Curriculum Adaptation for Students with Hearing Impairment	Qurrat-ul-ain and Dr. Hina Fazil	2:30pm-2:45pm	
				Educational problems faced by students with hearing impairment in the University of the Punjab	Dr. Hina Fazil, Dr. Rukhsana Bashir, Ms. Sameea Munir and Ms. Shabnum Sarwar	2:45pm-3:00pm	
45	28-02-13	3L-06 (Academic) (Special Education, SSSH)	F-V	Mild to Moderate Learning Disabilities' and Inclusion issues: Identification of Barriers in Pakistani Mainstream Schools	Ms. Samina Nazar	2:00pm-2:15pm	Track Manager: Prof. Dr. Abdul Hameed  Chair: Dr. Naseer Ud Din  Rapporteur: Dr. Rukhsana Bashir
				Aligning of Islami textbook for secondary classes of children with hearing impairment with critical theory of curriculum	Uzma Rafique	2:15pm-2:30pm	
				Challenges Faced by the Teachers of Inclusive Schools in Adapting Students Evaluation	Dr. Humara Bano, Dr. Abdul Hameed and Dr. Samina Ashraf	2:30pm-2:45pm	
				Application of Ajzen's Theory of Planned Behavior to Measure Intentions of Teacher Educator's towards Inclusive Education	Muhammad Zaheer Asghar, Muhammad Asif Waseem, and Ms. Rabia	2:45pm-3:00pm	
				An Analysis of Queensland Policies on Disability, Inclusion and Accessibility	Muhammad Sajjad Haider	3:00pm-3:15pm	
46	28-02-13	3L-07 (Academic) (MO Study Group)	G-V	MO Study Group		2:00pm-3:30pm	Track Manager: Prof. Dr. A. Rasheed Kausar  Chair: Dr.  Rapporteur: Mr. Aqeel Ahmad
<b>TEA BREAK</b> 3:30 pm to 4:00 pm							
<b>SESSION 3</b> 4:00 pm to 5:30 pm							
47	28-02-13	3L-01	A-VI	Workshop on Research Techniques		4:00pm-5:30pm	Track Manager: Dr. Sarwar Azhar

48	28-02-13	3L-06 (Special Education)  (Plenary Session II)	F-VI	Transforming Policies for Inclusion	Mr. Niazullah Khan Niazi	4:00pm-4:20pm	Track Manager: Prof. Dr. Abdul Hameed  Chair: Mr. Abdullah Khan Sumbal, Secretary Information Govt. of the Punjab  Rapporteur: Ms. Asma Noman
				Inclusion as a means of Rehabilitation	Mr. Fazal Ur Rehamd, Country Director	4:20pm-4:40pm	
				Recommendation of the conference	Ms. Asmaa Noman	4:40pm-5:00pm	
<b>SESSION 3(Corporate Sector)</b> <b>3:00 pm to 4:30 pm</b>							
49	28-02-13	Seminar room (Corporate Speakers Track)	I-VI	Business Opportunities & Strategies in worse economy	Imran Yusufzai – Ruba SEZ	3:00pm-4:30pm	Track Manager: Mr. Farzoq Chaudhry  Chair: Dr.  Rapporteur:
					Sultan Tiwana- CEO SMEDA		
50	28-02-13	2N-1 (Corporate Speakers Track)	J-VI	Supply Chain Strategies & Solutions for Business Growth	Ahmed Sharjeel – Coca Cola	3:00pm-4:30pm	Track Manager: Mr. Farzoq Chaudhry  Chair: Dr.  Rapporteur:
					M Azeem – Treat Corporation		
					Shahzad – TDAP		
					M. Hussain – CEO Express pac		
51	28-02-13	2N-4 (Corporate Speakers Track)	K-VI	Pakistan Fashion Industry Trends in Business context		3:00pm-4:30pm	Track Manager: Mr. Farzoq Chaudhry  Chair: Dr.  Rapporteur:

TIME	CLOSING SESSION
05:30pm - 05:45pm	Brief on Outcomes of ICoBM by Dr. Munawar Anees
05:45pm - 06:00pm	Keynote Speech
06:00pm - 06:20pm	Closing Speech by Chief Guest
06:20pm - 06:35pm	Concluding Remarks by Dr. Hasan SohaibMurad, Patron ICoBM and Rector UMT
06:35pm - 06:55pm	Award Distribution