



HIBA 2023

3rd International Conference
B.E.S.T

Face-to-face & Virtual

December 29, 2023

Conference Book

Version 1.0

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Preface

Dr. Hashmi IBA – HIBA

A project of Ontario Learning Centers - Canada

OLC Canada has established online & onsite interaction facilities for counseling, guiding, coaching, and mentoring sessions between learners and academicians, consultants, researchers, social leaders, technicians, etc. so that knowledge and experience is passed onto the next generations.

HIBA project was launched in 2021 to support the research activities in cooperation with international consultants & partners with the vision to promote:

“Basic & Quality Education for Character Building & Leadership”

*Prof. Dr. Sharafat Ali Hashmi
Ex - Dean & Director of IBA
University of Karachi.*

Conference Program



3rd INTERNATIONAL CONFERENCE

Business, Education, Science & Technology

HIBA-2023

Program Schedule – December 29, 2023



08:30 am - 09:30 am	HIBA Introduction & Online Registration Visit: www.101cmc.com/hiba
Opening Session (09:30 am - 10:00 am) Online Zoom Platform - OLC Canada	
09:30 am - 09:35 am	Recitation of Holy Quran, Hafiz Syed Daniyal
09:35 am - 09:40 am	Naat-e-Rasool (peace be upon him), Muhammad Noman
09:40 am - 09:50 am	Opening Speech HIBA, OLC Director, Honorable Eng. Syed Nafees Hassan
09:50 am - 10:00 am	Speech Conference Chair, Honorable Prof. Dr. Farida Azim Lodhi

Session I (10:05 am - 12:55 pm) **Online Zoom Platform - OLC Canada** **“EDUCATION ABSTRACTS”**

10:05 am - 10:15 am	Keynote Speaker - Honorable Dr. Aftab Alam Khan (USA)
10:20 am - 10:40 am	Keynote Speaker - Honorable Dr. Tariq Saeed (UAE)
10:45 am - 10:55 am	Keynote Speaker - Honorable Prof. Dr. Safia Urooj (PAK)
Moderator: Aysha Agha Shah	
11:00 am - 11:10 am	Presentation I by Syeda Hareem Fatima - The Impact of Educational Change on ZPD Emergence with Tacit Knowledge for Postgraduate Students at Universities of Karachi, Pakistan.
11:15 am - 11:25 am	Presentation II by Dr. Lubaina Adnan - Experiential Teaching through Integration of Real-Life Projects with Higher Education.
11:30 am - 11:40 am	Presentation III by Dr. Mufti Nisar Akhtar - The curriculum of religious seminaries and contemporary Challenges.
11:45 am - 11:55 am	Presentation IV by Dr. Shehla Naz - An Evaluative Study on Pre-Examination Modalities of Schools.
12:00 pm - 12:15 pm	Concluding remarks by Session Chair Honorable Dr. Iftikhar Ahmad Baig
12:20 pm - 12:55 pm	Moderator: Dr. Tariq Saeed Panelists: <div style="display: flex; justify-content: space-between;"> <div> 1) Prof. Dr. Iftikhar Ahmed Baig 3) Prof. Dr. Shahida Sajjad </div> <div> 2) Prof. Dr. Safia Urooj 4) Ms. Ayesha Agha Shah </div> </div>
12:55 pm - 01:00 pm	Announcements

01:00 pm – 2:30 pm Lunch Break & Prayers

Onsite Bahria University Karachi Campus & Online OLC Canada

Session II (02:30 pm - 4:20 pm)

02:30 pm - 02:35 pm	Recitation of Holy Quran, Hafiz Syed Daniyal
02:35 pm - 02:40 pm	Naat-e-Rasool (peace be upon him), Muhammad Noman
02:45 pm - 02:50 pm	Welcome Speech HIBA, OLC Director, Honorable Eng. Syed Nafees Hassan
02:55 pm - 03:05 pm	Keynote Speaker - Honorable Prof. Dr. Shahida Sajjad
03:10 pm - 04:20 pm	Panel Discussion Topic: Traversing the Convergence/Divergence Research Spectrum for addressing SDGs: Crystallization of Impact Factor Research Panelists: <div><div>1) Honorable Prof. Dr. Muhammad Zahid</div><div>[BUKC]</div><div>2) Honorable Dr. Shahnawaz Adil</div><div>[Iqra University]</div><div>3) Honorable Dr. Abdur Rahman Aleemi</div><div>[IoBM]</div><div>4) Honorable Dr. Ahmed Nawaz</div><div>[Martin Dow]</div></div> Moderator: Honorable Dr. Mohammad Farhan Mehboob

Closing Session (04:25 pm - 5:00 pm)

04:25 pm - 04:35 pm	Keynote HIBA Conference Recommendations Honorable Dr. Maroof Bin Rauf
04:35 pm - 04:45 pm	Speech Chief Guest, Honorable Prof. Dr. Muhammad Zahid Dean Management Sciences, Bahria Business School, Bahria University Karachi
04:50 pm - 04:55 pm	Thank you note by HIBA, OLC Director, Honorable Eng. Syed Nafees Hassan
04:56 pm - 04:58 pm	HIBA International Conference Certificate – Group Photograph
04:58 pm - 05:00 pm	Conference Closing Note - HIBA Conference Manager

Hosts:

- Prof. Dr. Aamir Feroz Shamsi
Bahria University Karachi Campus,
Pakistan
- Prof. Saadat Ali Hashmi
HIBA Pakistan

Moderators:

- Dr. Mohammad Farhan Mehboob
Bahria University Karachi Campus,
Pakistan
- Dr. Tariq Saeed
HIBA UAE
- Ayesha Agha Shah
HIBA Bahrain
- Areeba Hashmi
HIBA Canada

Technical Support:

- Najia Shahid
HIBA South Africa



Join HIBA Conference

Zoom OLC Canada ID: 671 781 9322
Passcode : hiba2023

Onsite Address: Al-Beruni Auditorium
Bahria University Karachi Campus
13, National Stadium Rd, Karachi, Pak

Facebook: Dr. Hashmi IBA - HIBA
Bahria University Karachi Campus
Ontario Learning Centers

www.101cmc.com/hiba

For any queries, please contact

Syed Saleh
HIBA Conference Manager
OLC Canada

WhatsApp: +1 905 580 3152

- Haniya & Bareera
Media Coordinators, OLC Canada

Conference Themes

- 1. Governance and Education Policy: Shaping the Future of Society.*
- 2. Creative Teaching and Alternative Ways.*
- 3. Indigenous Innovation and Creativity.*
- 4. Eco System of Research & Development by Universities: Start-ups, SMEs, & Big Businesses.*
- 5. Sustainable Development Goals.*
- 6. Raising Scientific Literacy.*
- 7. Indigenous Development of Medical Devices & Equipment.*

Conference Leaders



HIBA Conference

3rd International Conference (BEST)

Research Papers, Case Studies & Panel Discussions

Friday, December 29, 2023







 <p>HIBA 2023</p> <p>Conference Chair</p> <p>Prof. Dr. Farida Azim Lodhi</p>	<p>Guest of Honor</p>  <p>Eng. Syed Nafees Hassan</p>	<p>Chief Guest</p>  <p>Prof. Dr. Muhammad Zahid</p>	<p>Session Chair</p>  <p>Prof. Dr. Iftikhar Ahmad</p>	<p>Keynote Speaker</p>  <p>Dr. Tariq Saeed</p>	<p>Conference Manager</p>  <p>Dr. Hashmi IBA - HIBA</p>
<p>Keynote Speaker</p>  <p>Prof. Dr. Shahida Sajjad</p>	<p>Keynote Speaker</p>  <p>Dr. Aftab Alam Khan</p>	<p>Keynote Speaker</p>  <p>Prof. Dr. Safia Urooj</p>	<p>Keynote Speaker</p>  <p>Dr. Maroof Bin Rauf</p>	<p>Ontario Learning Centers</p> <p>WhatsApp: +1 905 580 3152</p> <p>www.101cmc.com/hiba</p>	

➤ Onsite : Bahria University, Karachi Campus

➤ Online : OLC Zoom Meeting ID: 671 781 9322 Passcode: hiba2023

From: 9:00 am

To: 05:00 pm

Pakistan Time

Eng. Syed Nafees Hassan

Director
OLC Canada



Patron
HIBA Conference 2023

Message for Conference attendees and organizers

Dear Colleagues,

On behalf of the Organizing Committee, I welcome all educationists to the third HIBA International Conference 2023 and thank our Hosting Partner Bahria University Karachi Campus and Knowledge Partners in providing this opportunity to conduct this HIBA conference with their collaboration & support.

It is indeed a great opportunity for academicians, research scholars and students to participate in it, share their latest works and give their point of view about related aspects.

*The vision of HIBA is to focus on - "**Basic and Quality Education for Character Building and Leadership**".*

I look forward to learning the latest trends and developments from top academic professionals at this conference.

Offer my best wishes for the successful HIBA International Conference 2023.

Thank you

Engineer Syed Nafees Hassan



Prof. Dr. Farida Azim Lodhi

Ex. Dean, Faculty of Social Sciences
Jinnah University for Women, Karachi

Conference Chair
HIBA Conference 2023

Message for Conference attendees and organizers

It is an honor for me to be the conference chairperson in 3rd International Education conference organized by Ontario Learning Center (OLC) Canada with the collaboration of Bahria University. I congratulate all the keynote speakers, guest speakers, participants and Team workers who will present their valuable speeches, research papers and case studies while panel discussion will be included on research philosophy and methods. There will be two sessions: First session will be online, it will consist of educational abstracts by the scholars and presented from 9:30 AM to 1:00 PM, while second session will be based on panel discussion and will be conducted at Bahria University onsite from 2:30 PM to 5:00 PM.

When we talk about education, it is a continuous process and plays a major role in our life and to focus on quality education it involves directly on social, emotional, physical, ethical and environmental development in every individual life without any discrimination of gender, status or geographical location.

In the present situation we are having an opportunity of information communication, Technology which has paved the way for students especially to flourish their higher education.

This university has arranged the 3rd International conference to highlight the quality of education, its issues, values and factors which may be resolved through ICT. No doubt this university provided a platform and facilitated every research scholar to share their knowledge virtually and physically as well.

I really appreciate once again the university management, organizers and every participant who is involved in making this conference successful.

Thank you

Prof. Dr Farida Azim Lodhi



Professor Dr. Muhammad Zahid

Dean Management Sciences
Bahria Business Schools,
Bahria University Pakistan

Chief Guest
HIBA Conference 2023

Message for Conference attendees and organizers

On behalf of the Bahria University and HIBA Canada, I am pleased to welcome the participants, speakers, guests, delegates, industry practitioners, and panelist. It is indeed an honor and a privilege for me to serve as Chief Guest of this conference.

The HIBA-2024 tries to bring together authors, speakers, and practitioners of diverse backgrounds from academia, government, regulatory bodies, and industry around the globe to share their ideas and new perspectives in the areas of Business, Education, Science, and Technology for the achievement of Sustainable Development Goals (SDGs).

The popularity of HIBA as a leading forum for Business, Education, Science, and Technology research is well known. HIBA has developed an important forum where researchers and practitioners can openly exchange ideas and report on advances in the contemporary fields of Management Science, Education, and Technology. This year, HIBA-2024 offers a variety of parallel sessions including keynote speeches, panel discussions, pre- and post-workshops, and research presentations physically in Pakistan and Canada as well as online modes from around the globe.

We greatly appreciate your participation and look forward to the insightful visions and thoughts of the invited speakers and researchers. Furthermore, I thank our respected professors, invited lecturers, and participants. I would like to extend my warmest congratulations to the authors and speakers for their contributions. It was their efforts and vision that provided the impetus for putting together this outstanding effort to the success of HIBA-2024. It is a great honor and pleasure for me to take on the responsibilities and challenges of the conference organization. I hope that the conference will be stimulating, informative, and a source of networking and entertaining for all participants.

Once again, the presence of the national and international delegates is a great honor for us and will motivate the faculty, students, and the team members.

Thank you
Professor Dr. Muhammad Zahid

Keynote Speeches & Messages



Dr. Aftab A. Khan

Associate Professor of Special Education,
Longwood University, Virginia, USA

Keynote Speaker
HIBA Conference 2023

Keynote Speech

I am pleased to welcome all the attendees to the 3rd HIBA International Conference. It has been just under three years since we started inviting scholars to present their work at the HIBA International Conference. Given that a larger number of domestic and international scholars have been part of this conference, we execute the conference in flex mode. I am delighted to present my speech at the conference focusing on Creative Teaching and Alternative Ways.

I would like to begin with a quote from Claire Cook, an American author, who wrote numerous great books. She once said “If plan A does not work out, the alphabet has 25 more letters”. This quote especially inspires me as a professional in the field of education. As there are challenges in applying a one-size-fit approach, we use alternative but creative ways to teach our diverse population. In academia, due to the diversity in our student’s learning styles, it has been observed that teaching doesn’t go as smoothly as planned.

The specific question I am raising is how we should teach the Generation Z populations. In the present era, the majority of our university and college classes are filled with the Gen Z population. This generation has been identified by the digital age. That is why it can be vividly seen that in the present days, we have changed the mode of teaching from chalk and duster (i.e., traditional) to using technology (i.e., contemporary) in our classes. We use various simulation software and digital media to teach complex concepts. In return, students also use various technologies to complete assignments like Studiosity, a writing tool. Moreover, due to the extensive use of technology, Gen Z is tempted to use Generative AI (Artificial Intelligence) systems like ChatGPT, GPT-4, and Dall-E. Although using generative AI has some benefits, misuse of AI has been reported.

Students need to be advised and supported to use technology like ChatGPT. Recently, universities have started constructing guidelines and policies about how to use AI. I believe the use of AI can be used for generating ideas and discussion purposes in our classes. However, students must acknowledge (e.g., specify the tool they used) when using these tools in any class-related activities and assignments.

Moreover, teaching students with exceptionalities is also a challenging task. We continuously adapt teaching methodology and modality according to the situations and students' level of understanding. When covid hit the US and around the globe, educators started to find alternative ways to teach typically and atypically developing students. For example, Zoom and Google Meet became popular in many countries as a medium to connect and teach students. However, in the field of special education assistive technology has always been embedded in the IEPs.

My colleagues and dear students, I encourage you to do experimental research on alternative ways of teaching to typical and atypical populations. This will help teachers understand research-based authentic methods to teach diverse populations.

Thank you

Dr. Aftab A. Khan



Dr. Tariq Saeed Khan

Fellow of Higher Education Academy,
United Kingdom

Keynote Speaker
HIBA Conference 2023

Keynote Speech

Abstract:

Higher education has evolved significantly in the past few decades due to major transformation in global business models. Information technology and the internet has revolutionized the modern education. Major transformations are required in learning and teaching methodologies. Students focused learning challenges on the current existing traditional educational approaches. A good teacher is the one who puts students at the center of teaching strategy and continuously improves his teaching skills. It is the responsibility of the teacher to identify course objectives and make them clear to students. He devises strategies on how these objectives are achieved. In addition to establishing necessary assessment tools, resources and delivery methods, the teacher has to create the right learning environment inside the classroom. This requires the development of an integrated approach. There are five very important dimensions for the teachers at all levels to give due importance for enhanced student engagement and improved learning. These include - Design of activities/programs, teaching and support learning, assessment development, creation of right learning environment and continuous professional development.

Background:

Teaching and learning is an educational setting environment.

- *Instructors provide content, objectives, and goals.*
- *Learners receive knowledge, they perform and produce outcomes.*

One of the most effective strategies is The 6 Es and S

- *Engage, Explore, Explain, Elaborate, Evaluate, Extend, and Standards*

- *Higher education has evolved significantly in the past few decades due to major transformation in global business models.*
- *Information technology and the internet has revolutionized the modern education.*
- *Major transformations are required in learning and teaching methodologies.*
- *Student focused learning challenges the current existing traditional educational approaches.*

- A good teacher is the one who puts students at center of teaching strategy and continuously improves his teaching skills.
- Teachers need to pay **FULL FOCUS ON** certain dimensions for improved student engagement and impactful learning. These are elaborated in the following slides.

Five major dimensions:

1- Design and plan learning activities:

- It is important to identify the level of cognitive complexity required for active learning. Some of the main competencies that need to be addressed include:
- Critical thinking, knowledge application, problem solving, interpersonal communication skills and collaboration.
- Learning activity design approaches: problem-solving exercises, student projects, simulations, case studies, practical lab work, and group projects.
- The critical question to ask is; Are we prepared to design courses/activities of learning per the student/program requirements!

2- Teach and/or support learning

- Put students at the center of teaching strategy and continuously improve your teaching skills. Create the right learning environment inside the classroom.
- Use collaborative and cooperative learning tools to enhance the chances for students to construct knowledge for themselves.
- Student engagement.
- Interactive presentations.
- Case studies or actual industrial problems.
- Small groups.
- More digital contents of learning and teaching practice.
- Dedicated weekly office hours.
- Attendance, assessments and assignment records.
- End of the class polls.
- Conduct review exercises.

3- Assessments and Feedback

Assessment works as a bridge between teaching and learning.

- A good alignment between course content, learning, teaching and assessment design is fundamental to student's attainment in a course.
- Use both Formative and Summative approaches.
- Modified Blooms Taxonomy.
- In designing course assessments, prefer to use behaviorist, cognitive and socio-cultural theories (Ex. closed books exams, individual reports and group projects).
- Create questions banks and use educational technologies.
- Assessments supported by feedback, personalized learning opportunities, mentoring and advising structures provide the best combination for learners to benefit.
- In class recurrent and post assessment feedback.

4- Effective learning environments and approaches

Classroom learning environment is one of the most critical factors that greatly affect student learning.

- Environment that promotes student engagement, collaboration and rapport.*
- requires attending to emotional, cognitive, and socio-cultural domains.*
- Develop an open, friendly learning environment.*
- Pastoral intervention and Academic attention (Employed, caretakers and challenged students!).*
- Educational/industrial resources on student communication platforms.*
- Right combination of educational technologies with class participation (audio/videos/white board/presentations)*
- Organize field trips (learning and employability)*

5- Continuing professional development

CPD is important for teachers to stay up to date in following the current standards in education

- Enhance core knowledge through research.*
- Upgrade your skills in new technologies.*
- Improve teaching practice through partnerships by co-teaching and strong collegial relations*
- Effective higher education is not possible unless it is supported by research on latest trends and applied industrial processes.*
- Integrate your research with your teaching!*
- Be part of the international technical societies, participate and organize conferences.*
- Publish in journals of repute and contribute to research as reviewers.*

Major Takeaways:

- Improve your teaching experience and learning practices through EFFECTIVE AND IMPACTFUL DESIGN OF COURSES/ACTIVITIES*
- Put students at the center of teaching strategy and continuously improve your teaching skills.*
- Prefer to use MODIFIED BLOOM'S TAXONOMY in developing your assessments. Make sure they are aligned with course content, teaching and learning objectives.*
- Create the RIGHT LEARNING ENVIRONMENT use impactful APPROACHES.*
- Continuous professional development is key to enhancing your teaching practices.*

This is possible only if you are PASSIONATE.

Thank you

Dr. Tariq Saeed



Prof. Dr. Safia Urooj
Chairperson, Teacher Education Department
University of Karachi, Pakistan

Keynote Speaker
HIBA Conference 2023

Keynote Speech

RESTRUCTURING THE TEACHER EDUCATION OF PAKISTAN, THROUGH IMPLEMENTING THE TEACHER EDUCATION SYSTEM OF DEVELOPED COUNTRIES

Introduction:

To prepare teachers to meet the needs of increasingly diverse student populations, assume new leadership roles, form new partnerships with communities, and transform the profession of teaching through a career-long commitment to professional development and inquiry, teacher education programs around the country are being “restructured”.

Aim of the Study:

The aims of this study were:

- *To examine the Teacher Education System of developed countries*
- *To improve the Teacher Education System of Pakistan*

Research Design:

The research design has been adopted mix method approach and document analysis. Researchers selected 80 University teachers from province of Sindh as a target sampling through random and purposive sampling. A survey questionnaire consisting of 60 items was designed for data collection and SPSS used for data analysis procedure and 10 University teachers were selected for interview.

Teacher Education in Developed World:

1. *USA*
2. *UK*
3. *Singapore*
4. *Japan*
5. *Finland*
6. *Australia*
7. *China*

Theoretical Knowledge & Practical Skills:

- *Pre-Service & In-Service Program*
- *Technology Integration*
- *Integrating Modern Pedagogies*
- *Global Best Practices*
- *Mentorship Programs*
- *Continuous Professional Development*
- *International Collaboration*
- *Practicum on Teaching Practice*
- *Acceleration*
- *Written Examination + Skills Test + Interview + Experience*
- *Teaching Certification*
- *Highest Expenditure on Education*
- *Research Based Teacher Education / Action Research*
- *Practicum Experience*
- *Micro Teaching*
- *National Professional Learning Network*
- *21st Century Learning Skills*

Findings:

Finding of the study revealed that the study and implementing of Teacher Education System of the developed countries restructured and promoted the Teacher Education System of Pakistan.

Recommendations:

It is recommended that the planning, policies, and strategies of Teacher Education System of developed countries should be implemented in the policies and planning of Teacher Education of Pakistan, and it should be also aware the policy maker for restructuring of Teacher Education System of Pakistan.

Thank you

Prof. Dr. Safia Urooj



Prof. Dr. Shahida Sajjad

Vice Chancellor
Metropolitan University, Karachi

Keynote Speaker
HIBA Conference 2023

Keynote Speech

QUALITY OF HIGHER EDUCATION: A GENERAL PHENOMENON

Education is considered as one of the main sources to the national progress and prosperity. It leads towards the overall development of a nation. However, the quality of education is linked with the quality of instruction and teaching in the classroom. It means that a teacher is an important factor in the entire education system to shape and model the nation. Teachers are considered to be the backbone of attaining educational objectives and increasing the quality of education. Implementation of reforms in teaching learning process; and promoting creativity among students is highly expected from the teachers for the quality of education. Hence, a teacher can change the entire landscape of the education and learning of the students.

Higher education is considered to be the prestigious level of teaching and learning and universities impart Higher education generally across the world. Pakistan is a developing country with high demands of higher education; hence it is imparted in public and private sector(s). However, here in Pakistan public sector universities owe a greater responsibility to contribute a lot to enhance the quality of education. Competent teaching staff, quality of learning environment and material, and textbooks support the quality of education. The quality of teaching staff, learning material, and textbooks are assessed regularly both internally and externally. Public sector teacher' training institutions are facing serious issues in terms of infrastructure and facilities. Besides, there are some other challenges which teacher education is facing now-a-days including research and development, lack of professional attitude, and entry requirements for teacher education. Different institutions are working without mutual cooperation and institutional coordination.

The quality of education is necessary for national development and Quality Assurance seems to be the fundamental element of higher education. More than 300 universities and institutions of higher education are working in Pakistan; but these are facing the challenges of quality and relevancy. Several problems and challenges have been reported by different surveys, reports, and studies. These and alike issues and challenges can be addressed through a strong political will, provision of adequate and appropriate resources including human, materials and financial resources, embedding professionalism in curriculum, innovation in instructional strategies and assessment etc.

Thank you

Prof. Dr. Shahida Sajjad



Keynote Speaker
HIBA Conference 2023

Dr. Maroof Bin Rauf

President - Society for Social Sciences &
Research Association, Pakistan

HIBA Conference: Recommendations

This is the third year of the HIBA Conference, which was started two years ago by OLC Canada in collaboration with its Knowledge Partners.

OLC Canada congratulate all the organizers for successful completion of HIBA Conference 2023.

At the end of this conference, some recommendations are presented:

- 1. The present examination process and procedure should be completely changed to get the education system on the right track without political interference. For this purpose, education should be adopted on a federal basis.*
- 2. Objectives are of utmost importance in the educational process, so planning should be done to make Pakistan a choice for students and education worldwide through Vision 2035 based on Islam's current requirements and assets.*
- 3. Teacher training programs should be introduced from schools to universities and madrasas with the latest equipment and techniques.*
- 4. Student counselors should be established and more active at the school level for proper guidance of students.*
- 5. Review of Primary School Education in Pakistan in Private and Public Sectors: Science, Social Science, and Religious Studies Creating a New Generation for Development in line with Pakistan's goals.*
- 6. Research support and funds to be provided to conduct academic research. For this purpose, those parties should be supported in the election which gives importance to education in their manifesto and promises to increase the education budget to at least 10% after coming to power.*
- 7. It is the responsibility of the organizers to try to reach these recommendations for educational conferences to the authorities, but it is not possible to make them echo without implementing these suggestions, so all conference participants and stakeholders are requested to decorate their social media posts and let him who has courage and eloquence among you convey them forward in his own way.*

Thank you

Dr. Maroof Bin Rauf

Dr. Ifthikhar Ahmad
Professor
International Open University the Gambia



Education Consultant
HIBA Conference 2023

Message for Conference attendees and organizers

In the Name of Allah the Most Merciful and Beneficent

I feel immense pleasure while sending this message to the participants of 3rd HIBA Multidisciplinary Research Conference 2023. I acknowledge the untiring efforts of Dr. Hashmi, Chief Organizer, members of the team and partner universities for making this hybrid conference a reality. HIBA International is a good platform to promote research culture and encourage young researchers to come up and get their work recognized and published.

During the times when publishing research work and presenting it in international conferences has become mandatory for university faculties, good avenues are not available and if they are, they are too costly. Here it is a social service for the sake of academic promotion. I hope we will come across wonderful ideas which can open further vistas in the field for the researchers after their encouragement and recognition as well as devoted team of the HIBA International when they meet success.

With prayers and best wishes.

Prof. Dr. Ifthikhar Ahmad Baig



Dr. Junaid Ahmed Zubairi

Professor, CIS Department,
College of Arts and Sciences,
SUNY at Fredonia, Fredonia NY, USA

Education Consultant
HIBA Conference 2023

Message for Conference attendees and organizers

I congratulate the organizers of the 3rd international HIBA conference 2023 for holding this noble event. I wish all the best for the conference. I hope it becomes a regular event and the quality of the content and presentations improves year by year.

It is heartwarming to see many submissions from the academic institutions in Pakistan. It is imperative to encourage more faculty and students to present in this international forum.

In future, I would like to see many symposia created within the HIBA conference so that many different topics and fields can be covered.

Thank you

Dr. Junaid Ahmed Zubairi



Dr Syed Misbahuddin

Professor, School of IT Administration
and Security
Seneca College, Toronto

Education Consultant
HIBA Conference 2023

Message for Conference attendees and organizers

HIBA Conference initiative is a remarkable step in promoting needed research culture in Pakistan. This conference is providing platform for international researchers to share their research experiences with Pakistani researchers by taking advantage of online communication through Internet. 2023 HIBA conference is held in Hybrid mode. This approach will provide opportunity for both national and International present their work in the same forum.

I hope HIBA conference scope and domain will expand in coming years and more Pakistani and International researchers will be on board.

Thank you

Dr Syed Misbahuddin



Dr. Gulnaz Naeem

Associate Professor
Department of Islamic Studies
Benazir Bhutto Shaheed University (BBSU)

Education Consultant
HIBA Conference 2023

Message for Conference attendees and organizers

It is with great pleasure that we extend a warm welcome to all attendees of the HIBA International Conference 2023. As we embark on this exciting journey, we are thrilled to bring together the brightest minds both physically and virtually, for a truly international experience.

On behalf of our esteemed technical team, we would like to express our gratitude for your presence, whether you are joining us in person or connecting from afar. Your participation enriches the diversity of perspectives and ideas that make the HIBA International Conference 2023 a hub for innovation and collaboration.

This conference serves as a dynamic platform for sharing cutting-edge research, fostering meaningful discussions, and building valuable connections that transcend geographical boundaries. With a mix of physical and virtual interactions, we aim to create an inclusive environment that accommodates the unique needs and preferences of each participant.

As we navigate this hybrid format, we encourage you to explore the myriad opportunities for networking, engage in thought-provoking sessions, and take advantage of the virtual avenues that facilitate seamless communication. Your contributions, insights, and shared experiences will undoubtedly elevate the overall impact of this international gathering.

We extend our best wishes for a fruitful and inspiring conference experience. May the HIBA International Conference 2023 be a source of new knowledge, lasting connections, and collaborative endeavors.

Thank you for being an integral part of this global event. We look forward to the exciting days ahead and the invaluable contributions each of you will bring to the conference.

Best regards,
Dr. Gulnaz Naeem

Abstracts



**HIBA
2023**



Session I

Education Abstracts

Zoom ID: 671 781 9322 Passcode: hiba 2023

HIBA Conference

3rd International Conference (BEST)
Research Papers, Case Studies & Panel Discussions
Friday, December 29, 2023

Session Chair



Prof. Dr. Iftikhar Ahmad

Moderator



Ayesha Agha Shah

Presenter



Syeda Hareem Fatima

Presenter



Dr. Lubaina Adnan

Presenter



Dr. Mufti Nisar Akhtar

Presenter



Dr. Shehla Naz



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Title: Revolutionary Educational Change Management for Tacit Knowledge on Zone of Proximal Development ZPD for Postgraduate Students at Universities of Karachi Pakistan

Research Scholar (s): Syeda Hareem Fatima, Dr. Rizwana Muneer

Abstract: This study is to investigate the impact of educational change management on zone of proximal development ZPD after becoming known of tacit knowledge with innovative creations for tertiary level learners. It lightens up the factors affecting learners in the light of availability of tacit knowledge in contribution of learning within the zone of proximal development. The vital disclosure of the revolutionary educational change in learning enhancement, educational change for sort out the issues faced by learners at zone of proximal development ZPD and to suggest effective measures and techniques for integrity of innovative creations in education at tertiary level learner's progress effectively without diversion. When the change process strategically implements on any sector of education it provides the effective system, but if change occurs it may have some risk factor in promoting to the developing way or it may get worse. This phenomenon of the involvement of tacit knowledge which takes place its own need for learners and the automated inclusion required to strategize and plan to manage and implement. The unseen pathway disclosed of educational change for the learner's zone of proximal development (ZPD).

In this study, I employed a qualitative approach including interviews and observations. The deductive thematic analysis used to enlighten the study of pre-existing theories. The research sheds light on the tacit knowledge exchange among educators, administrators, and teachers within the ZPD. Grounded in ZPD theoretical framework, the study embarks on a comprehensive exploration of educational change dynamics and the ZPD's implicit knowledge potential and the educational change theoretical work for successful learning. By examining, the research aims to provide insights into effective models that enhance the incorporation of tacit knowledge within the ZPD across diverse educational settings.

The results contribute to a deeper understanding of the dynamics involved in fostering educational change and highlight the significance of collaborative support in achieving sustainable transformation. The study's outcomes are expected to inform educational stakeholders, policymakers, and practitioners on strategies that promote a holistic and integrated approach to educational change, ultimately enhancing the learning experience for students in diverse educational environments.

Findings underscore the pivotal role of tacit knowledge in fostering educational change and facilitating optimal learning environments.

The implications of this research extend to educational practitioners, policymakers, and stakeholders, urging a paradigm shift in educational strategies to harness the tacit knowledge within the ZPD for sustainable educational reforms in Karachi's universities.

Keywords: Educational change, ZPD, Innovative Creations, Tacit knowledge, Postgraduate Students

Title: Experiential Teaching through Integration of Real-Life Projects with Higher Education.

Research Scholar (s): Dr. Lubaina Adnan Soni

Abstract:

Introduction

The worldwide topic of the sustainable development goals offers higher education universities an unparalleled opportunity for not only research and teaching on specific goals, but also for its successful implementation in the real world and establishing connections with external stakeholders and society. However, many universities are lagging due to non-realization for experiential teaching process, and many are falling behind.

It is critical to practice hybrid learning where teachings are well-integrated in classrooms as well as on site, particularly to address the most popular global issues such sustainable development. This leaves us to ponder what kind of higher education curricula can best support development that is socially conscious of addressing climate change challenges and aim at implementing collaborative learning between individuals, communities, and the planet.

Objectives

This paper examines the benefits of integrating experiential teaching of a sustainable community development project into the classroom as well as analyzing it on a real site. It suggests that such hybrid learning can stimulate students to become more interested in the ideas of creating sustainable neighborhoods in the future on a professional level.

Methodology

The realistic sustainable community development project practical in the classroom, which integrates pedagogies of realistic sustainable community development projects, its designing, context analyses and critical evaluation to consider how these could be improved for better learning outcomes, with the help of interventions in the form of a practical studio work and weekly councils.

It is anticipated that current methods of experiential teaching process in higher education will focus on assessing and addressing the external world of ecosystems and rapid urban development, wider socio-economic structures, technology, and governance dynamics. It will provide insights into the process of modifying thoughtful involvements of hybrid learnings and concludes with some reflections on challenges, lessons learnt, and future work needed to support environmental issues globally.

Results/Conclusion

The outcome of the process would be very encouraging and would have a positive impact on the quality of teaching and learning. While the concept of the theory lags practice has received growing attention in higher education, this paper shows a big difference between putting theory in practice and trying something out while lacking the theory. The finding from this study claims that most inventions are of the latter sort (practice), even if academics much prefer to imagine that the former (theory) plays a central role.

Suggestions for Implementation

Such an experiential teaching process sets a precedent, which other higher education universities could follow or learn from.

Keywords:

Experiential teaching process, hybrid learning, higher education, theory, practical, real-life sustainable community development project.

Title: The curriculum of religious seminaries and contemporary Challenges.

Research Scholar (s): Dr. Mufti Nisar Akhtar

Abstract:

Religious seminaries, renowned for preserving traditional teachings, face a dynamic challenge in aligning their curriculum with contemporary needs. The intricate balance between traditional teachings and evolving societal demands requires a thoughtful approach to bridge the gap between religious education and modern requirements.

The curriculum of religious seminaries predominantly focuses on foundational Islamic studies, including Quranic exegesis, Hadith literature, Islamic jurisprudence, theology, and Arabic language. However, in the face of the fast-paced global landscape, there arises a necessity to integrate contemporary subjects such as science, mathematics, languages, and social sciences into the curriculum.

To achieve this integration, seminaries have begun exploring methods to supplement traditional teachings with contemporary knowledge. They emphasize the importance of critical thinking, digital literacy, and communication skills to equip students for engagement in today's diverse and interconnected world. Incorporating modern subjects also aids in fostering a deeper understanding of global issues and enables graduates to contribute meaningfully to society.

Furthermore, the adaptation of technology within the seminary education system has become pivotal. Online resources, digital libraries, and e-learning platforms are being introduced to facilitate learning and research, providing access to a vast array of academic materials. This technological shift enhances the educational experience, making information more accessible and aiding students in gaining a broader perspective.

However, the harmonization of traditional and contemporary aspects poses challenges. Striking a balance between religious teachings and modern knowledge without diluting the essence of either is a delicate task. The preservation of religious authenticity while embracing progressive education remains a focal point. Moreover, ensuring that graduates from these seminaries are well-equipped to engage in various professions and fields without compromising their religious principles is a critical consideration.

In conclusion, religious seminaries are navigating a transformative journey to evolve their curriculum in response to contemporary requirements. The integration of modern subjects, emphasis on critical skills, and adoption of technology showcase efforts toward a more holistic educational approach. Striving to produce graduates who are not only well-versed in religious teachings but also adept in navigating the challenges of the modern world is the ultimate goal, ensuring they contribute positively to society while upholding their religious values and principles.

Keywords:

Title: An Evaluative Study on Pre-Examination Modalities of Schools.

Research Scholar (s): Dr. Shehla Naz, Dr. Sadaf Zamir

Abstract:

Examination functions as an assessment of one's mastery of skills, including the ability to solve problems. It serves as the focal point for proficiency evaluation, delivering feedback to schools and instructors. These assessments offer opportunities for learning and addressing weaknesses, aiding individuals in refining their skills. In this study main focus was on the evaluation of pre-examination modalities and to get feedback on research and development concerns. The commands of the questionnaire were considered as the alternative hypotheses of the research. Whereas null hypotheses were frame keeping in view the entire alternate hypotheses using descriptive research approach in quantitative context. In order to achieve the objective of the study, a questionnaire was developed.

An evaluative study was conducted by using a descriptive research approach with selection of respondent teachers who were already part of the examination system. The Wah Cantt region was included as the population of the study. Total 274 teachers (males and females) had been selected as the sample of the study. The convenient sampling technique was applied and collected data were analyzed in form of tables and graphs. Pre-examination tasks involve specifying coursework, finalization of examination schedule, allocation of examination halls or rooms and question paper development. The major conclusion of the study was the pre-examination modalities of examination system was marked by respondent teachers at satisfactory level so it was recommended that these activities should be sustained with modification for the future concerns. The provision of date sheet was not well in time so it was recommended that the consensus of decision makers should be constructive. The test development cell and test construction consideration should be revised and redeveloped with the support of test construction should be progress with research and development concerns.

Keywords:

Panel Discussion-I



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Session I

Panel Discussion

Zoom ID: 671 781 9322 Passcode: hiba2023

HIBA Conference

3rd International Conference (BEST)
Research Papers, Case Studies & Panel Discussions

Friday, December 29, 2023

Moderator



Dr. Tariq Saeed
Dubai, UAE

Panelist



Prof. Dr. Iftikhar Ahmad
University of Gambia

Panelist



Prof. Dr. Shahida Sajjad
Metropolitan University Karachi

Panelist



Prof. Dr. Safia Urooj
University of Karachi

Panelist



Ayesha Agha Shah
University of Bahrain



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In the morning sessions, the 3rd HIBA International Conference conducted a Q&A round with expert panelists to share their experience and knowledge regarding some important educational topics. The distinguished members participated in the panel discussion from various locations on the Zoom platform online.

Moderator: Dr. Tariq Khan (UAE)

Panelists:

<i>Prof. Dr. Iftikhar Ahmed Baig (Pak)</i>	<i>Prof. Dr. Safia Urooj (Pak)</i>
<i>Prof. Dr. Shahida Sajjad (Pak)</i>	<i>Ms. Ayesha Agha Shah (Bahrain)</i>

The Q&A session covered a few questions on conference themes.

Questions:

1- Today's challenging world demands major challenges towards curriculum development and continuous upgradation. How do you look at the current curricula followed in Pakistani universities and what needs to be prioritized in this respect?

2- What must be the essential considerations while developing the curriculum for a certain program?

3- Why is education consultancy important these days?

4- How is education consultancy different from student counseling? Are we giving enough importance to student counseling in Pakistani schools?

5- Why is professional training and development critical for individuals and organizations?

a. Can professional training be customized and how can we measure the outcomes?

6- What must be the essential considerations while developing student assessments?

a. Are the assessments helpful to the student to demonstrate their learning, provide feedback on the errors they've been making, and help provide opportunities to better their performance with each assessment in Pakistani universities?

7- How can a research problem be found, selected, and refined?

8- What is the importance of related literature and its volume for research?

9- What are the critical parameters researchers should consider while designing their research projects?

10- While selecting a research tool what qualities should be prioritized?

The panelists elaborated on the topics including Curriculum development, Education consultancy, Assessments, Professional training, and Research support.

The panel suggested a few recommendations to enhance the educational quality in Pakistan.

Curriculum Development:

- 1. Curriculum development and upgradation are critical to meet today's fast-changing industry and business requirements. The curricula need to address the present and future needs of the community.*
- 2. Panelists highlighted the importance of execution of the approved curricula in letter and spirit.*
- 3. Hands-on and practical-based learning inclusion in the curriculum.*
- 4. Integration of theories with practical experience*
- 5. Thoughtful design of assessments to enhance the critical capacity building of learners*

Educational Counseling v/s Student Advising:

- 1. The worthy professors emphasized the importance of education consultancy and student counseling in our educational institutions. It has been highlighted that most of our institutions lack needed support in these crucial areas.*
- 2. Developing the culture of student counseling and advising is highly recommended.*
- 3. Educational counselors are experts who provide help in identifying students goals and appropriate discipline as per student interest*
- 4. Student advisors are trained to know details about educational programs. They help students to follow the program as per different situations and circumstances, and the learning capabilities of the student*

Teaching Content Development:

It is known that right teaching content development is key to learning, however, even if the teaching content is designed with extreme care, we cannot be sure that students will always learn what they need to learn which is why assessments are crucial.

Assessment:

1. *Assessment works as a bridge between teaching and learning. A good alignment between course content, learning, teaching, and assessment design is fundamental to student's attainment in a course.*
2. *Assessments supported by feedback, personalized learning opportunities, mentoring, and advising structures provide the best combination for learners' benefit. The panelists reiterated the importance of developing the feedback culture in Pakistani educational institutes, while assessment development should incorporate objectivity and application of theoretical knowledge gained in the classrooms.*
3. *Mapping the course's intended learning outcomes with the specific needs of each assessment.*
4. *Feedback process to the learner.*
5. *Variety of assessments.*

Role of professional training:

1. *Likewise, panelists eloquently elaborated on the importance of professional training especially to the teachers in both respects the enhancement of core knowledge through research and the upgradation of technical skills.*
2. *Incorporation of Continuous Professional Development (CPD).*
3. *Panelist shed light upon the initiatives taken by the HEC Pakistan in faculty development program and improvement*
4. *Suggestions made to devise a system to measure the impact of professional training on academic staff.*

Conclusion:

1. *Curriculum revision at all levels Integrating learning skills, life skills, and literacy skills.*
2. *More on-the-job training to have work-related experience during at undergraduate level.*
3. *Professional Development of Teachers having mandatory CPD hours.*
4. *Clear roles and responsibilities of Federal and Provincial HEC after the 18th Amendment so that HEIs and Universities can get clear directions.*
5. *Meaningful research related to SDGs.*

6. Close collaborations between industry and academia.

7. Students' and teachers' awareness about the availability of funding at the National and International level.

The Q&A session maintained a high-quality constructive discussion on the presented abstract in the 3rd HIBA International conference with diversified topics, keynote speeches, and other relevant subjects of teaching and learning scenarios. The moderator raised significant issues about the contemporary challenges of the education system in Pakistan.

It is proposed to forward the above recommendations to the higher education commission and other related government and private sector organizations for possible consideration.

Panel Discussion-II



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Session II

Panel Discussion

Zoom ID: 671 781 9322 Passcode: hiba 2023

HIBA Conference

3rd International Conference (BEST)
Research Papers, Case Studies & Panel Discussions
Friday, December 29, 2023

Host



Prof. Dr. Aamir Feroz Shamsi
Bahria Business School

Moderator



Dr. Mohammad Farhan Mehboob
Bahria Business School

Panelist



Prof. Dr. Muhammad Zahid
Bahria Business School

Panelist



Dr. Shahnawaz Adil
Iqra University

Panelist



Dr. Abdur Rahman Aleemi
Institute of Business Management

Panelist



Dr. Ahmed Nawaz
Martin Dow Marker



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The OLC Canada conducted 3rd HIBA International Conference on Dec 29, 2023, in collaboration with Bahria University Karachi Campus, Pakistan.

In the second session, a Panel Discussion was arranged with esteemed researchers.

Moderator: Dr. Mohammad Farhan Mehboob

Panelists:

- | | |
|----------------------------|-------------------|
| 1) Dr. Nawaz Ahmed | [Martin Dow] |
| 2) Dr. Muhammad Zahid | [BUKC] |
| 3) Dr. Shahnawaz Adil | [Iqra University] |
| 4) Dr. Abdur Rahman Aleemi | [IoBM] |

Topic: Traversing the Convergence/Divergence Research Spectrum for addressing SDGs: Crystallization of Impact Factor Research

Dr. Nawaz Ahmed started the discussion on clinical research and qualitative & quantitative research methods.

When any research is conducted, it helps in polishing the concepts, solving problems & overcoming challenges for the development of the country. Research done in any field it improves our creative & analytical skills.

He shared market data on global research from US, China, Japan, India, Germany & Iran as compared to Pakistan.

Dr. Muhammad Zahid spoke on the SDGs - importance of sustainable development and goals for quality education and gender equality. He mentioned the 245 indicators of 17 SDGs. Some key indications are low poverty, quality education, gender equality & inclusiveness. Further, areas affected by climate change and developing strong institutions & systems. Importance of collaboration, partnerships & mapping SDGs with research.

Next panelist, Dr. Shahnawaz Adil insisted the useful research in which he emphasized on CAR; C for capacity building, A for attitude towards achievement and R for relationship. Success depends on -> Behavior -> Attitude -> Belief. Research is an objective measurement of creative performance. Three factors of creativity - motivation, domain relevant knowledge & creative skills.

In the last, Dr. Abdur Rahman Aleemi highlighted infrastructure and integration of technology. He further said that the impact factor publications are not important, but the positive impact factor in research is more essential for the students and the researchers.

CONCLUDING NOTE:

Moderator Dr. Mohammad Farhan Mehboob

Based on the articulate thought provoking, intellectually visionary exegeses of our 4 esteemed researchers, we see many viable avenues for research - meaningful research that can play a significant and positive role in the development of our communities, cities, and nation. While our esteemed panelists have enlightened and illuminated us with constructive and tangible pathways to impact research, we the audience have the responsibility of transforming the thought process into reality. Implementation of SDGs is important for the development & changing the dynamics of the country.

Conducting meaningful research is a religious obligation. May Allah help us in fulfilling the burden of responsibility.

Thank you note, OLC Director, Honorable Eng. Syed Nafees Hassan

We would like to thank our Hosting Partner Bahria University for giving us an opportunity to work together and HIBA Knowledge Partners in collaboration to promote HIBA 2023.

*I congratulate,
Prof Muhammad Zahid,
Prof Aamir Shamsi,
Prof Dr. Mohammed Farhan in organizing this wonderful event in a very short time.*

I also thank our Conference Chair Prof Dr. Farida Azim Lodhi & special guests for spending their valuable time on the panel discussion.

Great efforts from OLC Canada team & the volunteers in arranging this activity successfully.

We look forward to cooperating with more learning projects in the future as well.

Conference Summary Report



**HIBA
2023**



Dr. Hashmi IBA - HIBA

HIBA Conference

3rd International Conference (BEST)

Research Papers, Case Studies & Panel Discussions

Friday, December 29, 2023

Closing Session

Conference Chair



Prof. Dr. Farida Azim Lodhi

Chief Guest



Prof. Dr. Muhammad Zahid
Dean Management Sciences
Bahria Business School

Guest of Honor



Eng. Syed Nafees Hassan
Director HIBA
OLC Canada



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Thank You !

Thanks for joining the 3rd HIBA International Conference on Dec 29, 2023, which allowed us to learn research findings from great educationists.

It was an excellent experience to meet a lot of qualified research scholars throughout the conference day.

In the morning online session, the guests were welcomed by Engineer Syed Nafees Hassan, HIBA Director, and the Conference Chair Prof Dr. Farida Azim Lodhi. The keynote speeches were delivered by Dr. Aftab Alam Khan (USA), Dr. Tariq Saeed Khan (UAE), Prof. Dr. Safia Urooj (PAK) and Prof. Dr. Shahida Sajjad (PAK).

The education session was chaired by Prof. Dr. Iftikhar Ahmad Baig (PAK) and the moderators were Areeba Hashmi (Canada) & and Ayesha Agha Shah (Bahrain).

The education abstracts were presented online by:

- 1. Syeda Hareem Fatima*
- 2. Dr. Lubaina Adnan*
- 3. Dr. Mufti Nisar Akhtar*
- 4. Dr. Shehla Naz*

An excellent Q&A session was conducted by Dr. Tariq Saeed Khan from Dubai, UAE.

Panelists:

- | | |
|---|--|
| <i>1) Prof. Dr. Iftikhar Ahmed Baig</i> | <i>[Gambia University]</i> |
| <i>2) Prof. Dr. Safia Urooj</i> | <i>[University of Karachi]</i> |
| <i>3) Prof. Dr. Shahida Sajjad</i> | <i>[Metropolitan University Karachi]</i> |
| <i>4) Ms. Ayesha Agha Shah</i> | <i>[University of Bahrain]</i> |

OLC would like to thank our Hosting Partner Bahria University Karachi Campus for allowing us to work together and for HIBA Knowledge Partners collaboration to promote HIBA 2023.

OLC Canada congratulates, Prof Dr. Muhammad Zahid, Prof Dr. Aamir Shamsi & and Prof Saadat Hashmi for organizing this wonderful event in a very short time.

OLC Canada also thanks the Conference Chair Prof Dr. Farida Azim Lodhi & and special guests for spending their valuable time for the panel discussion that was conducted by Dr. Mohammad Farhan Mehboob [BUKC].

Panelists:

- | | |
|------------------------------------|--------------------------|
| <i>1. Prof. Dr. Muhammad Zahid</i> | <i>[BUKC]</i> |
| <i>2. Dr. Shahnawaz Adil</i> | <i>[Iqra University]</i> |
| <i>3. Dr. Abdur Rahman Aleemi</i> | <i>[IoBM]</i> |
| <i>4. Dr. Nawaz Ahmed</i> | <i>[Martin Dow]</i> |

The HIBA Conference recommendations were presented and those were compiled by Dr. Maroof Bin Rauf.

The conference ended with a closing speech by the Chief Guest Prof Dr. Muhammad Zahid, Dean of Management Sciences, Bahria Business School, Bahria University.

A banner certificate & and shields were presented to the participants of the 3rd HIBA International Conference organized by OLC Canada in collaboration with Bahria University Karachi Campus and Knowledge Partners of OLC.

The evening session was hosted by Prof Dr. Aamir Shamsi from Bahria University Karachi Campus.

Great efforts from OLC Canada and BUKC teams and the volunteers in arranging this activity successfully. Technical support by Najia Shahid from South Africa.

We look forward to cooperating for more learning projects in the future as well and would like to keep in touch & and inform you about the upcoming HIBA programs.

Please follow our Facebook page for the latest updates & news.

We will release research discussions over the coming days.

HIBA Conference Manager

OLC Canada

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Facebook: Dr. Hashmi IBA - HIBA

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HIBA
2023



HIBA Conference

3rd International Conference (BEST)
Friday, December 29, 2023

Closing Session



Conference Manager
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3rd International Conference (BEST)

Research Papers, Case Studies & Panel Discussions

Certificate of Participation

*This certificate is awarded to the participants of
the HIBA Conference held on December 29, 2023
at Bahria University Karachi Campus, Pakistan.*

S. Nafees Hassan

Engineer Syed Nafees Hassan
Director Training & Research
Ontario Learning Centers
Ontario, Canada

Prof. Dr. Muhammad Zahid
Dean Management Sciences
Bahria Business School, Bahria University
Karachi, Pakistan



Dr. Hashmi IBA - HIBA

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Journals:

Pakistan Journal of Educational Research

<http://pjer.org/index.php/pjer>

Pakistan Journal of International Affairs (PJIA)

<http://pjia.com.pk/index.php/pjia>

Islamic Sciences


<http://islamicsciences.org/index.php/islsci>

Bahria University Journal of Humanities and Social Sciences (BUJHSS)

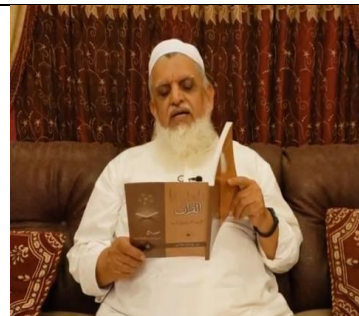
<https://bujhss.bahria.edu.pk/index.php/ojs/about-the-journal>

The International Journal of Trends and Innovations in Business & Social Sciences (TIBSS)

<https://journals.irapa.org/index.php/TIBS/index>

<p>Dr. Muhammad Asif Qureshi, Ph.D. Mathematics (Commutative Algebra) University of Edinburgh (U.K.) 45 years teaching and administrative experience at university level. Advisor of different educational organizations Several research publications in Mathematics and articles on different topics related to Education and religion.</p> <p>Consultant OLC Canada.</p>	
<p>Eng. Syed Nafees Hassan, Graduate BE (Civil) 1974 NED University & Technology, Karachi.</p> <p>Great experience of construction & project management. Worked in & outside Pakistan, Iraq, Saudi Arabia, UAE, China.</p> <p>Vocal speaker. Have vast knowledge of difficulties & problems faced by Engineers & and Graduates after completing studies in Pakistan. Observed the behavior of Graduates going for studies & jobs in different environment outside Pakistan. Supported students least interested in research & deep study of subject assigned to them. Excellent resource person & mentor for engineering research studies.</p> <p>Consultant OLC Canada.</p>	
<p>Dr. Maroof bin Rauf is a young, inspiring professional who teaches in the Department of Education at Karachi University. As an HEC-approved supervisor, he has more than 40 research papers. His more than 10 students have done M.Phil and the same number have taken admitted in M.Phil and Ph .D. Determined to do something new and bigger in the field of education and research, He has won 6 research projects from USAID and HEC. It is also an honor that he went abroad for training.</p>	
<p>Dr. Tariq Khan is a senior academician having a strong background in higher education, thermal energy systems, renewable energy and energy efficiency, multiphase flows, experimental heat transfer and applied refrigeration. His diversified research work has been published in international journals of repute and presented at international conferences. He has several years of international working experience in different academic and industrial organizations. He is a Fellow of Higher Education Academy United Kingdom. He is also a member of international technical societies and organizations.</p>	

Dr. Mohammad Ishaq Mansoori
Ph. D Arabic Language & Literature
Chairman Arabic Department
University of Karachi (2003 - 2006)



Professor. Dr. Shahida Sajjad is currently serving as the Vice Chancellor, Metropolitan University, Karachi.

Worked at many senior positions in public and private sectors as;
Vice Chancellor Malir University of Science & Technology, Karachi,

- Dean Faculty of Education at University of Karachi,
- Professor, & Chairperson Department of Special Education, University of Karachi
- Dean Faculty of Education at Federal Urdu University of Arts Science & Technology,
- Dean Faculty of Social Sciences & Humanities at Greenwich University,
- Corporate Manager Human Resource Development at Pakistan Services Limited, (Owner & Operator of Pearl Continental Hotel Chains)
- Consultant at Institute of Chartered Accountants of Pakistan,
- Trainer & Consultant for Asian Development Bank, etc.

She took part in many International and National conferences, training programs, workshops, and seminars in different countries including; Japan, China, Australia, Switzerland, USA, Italy, France, Spain, U.K., Turkey, Bahrain, Hong Kong, Mauritius, Bangladesh, Sri Lanka, India, and Singapore.

Author of two books and more than 50 research papers and author of a chapter in The Praeger International Handbook of Special Education, 2017 (3rd ed., pp. 104-117). Santa Barbara, California: The Praeger.



Dr. Aftab Khan has over 25 years of experience in the field of Special Education. He completed his Master's and Master of Philosophy degrees in special education from the University of Karachi, Pakistan. He was a faculty in the Department of Special Education at the University of Karachi. Currently, Dr. Khan is working as an Associate Professor of Special Education in the Department of Education and Counseling at Longwood University, Virginia, USA, where he teaches both undergraduate and graduate-level courses. Dr. Khan has also received his Master's and Doctoral degrees in Developmental Psychology and Education from the University of Toronto, Canada. At the University of Toronto, he was involved in a large project investigating 'Wisdom Around the World'. He is passionate about learning about individuals with exceptionalities, especially those diagnosed with Autism Spectrum Disorder. Dr. Khan's over 25 years of experience in the field of Special Education including teaching undergraduate and graduate students at the university level, training professionals and paraprofessionals within the school district level, and training parents in the community makes him an authority in his field.



Prof. Dr. Farida Azim Lodhi served as Dean Faculty of Social Sciences and worked as Professor and In-charge Education & Teacher Education Program, Department of Education at Jinnah University for Women.
Worked as Registrar, Dean Faculty of Education and worked as Professor, Chairperson Department of Education & English BBSUL since 2017.
Served in Government College of Education F.B. Area, Govt of Sindh since 2011.
Research supervisor and research Examiner/Evaluator in different universities of National and International universities at PhD, M.Phil./MS level.
Published more than 20 Articles in HEC Recognized Journal.



Dr. Iftikhar Ahmad Baig is veteran scholar and professor of Education at International Open University the Gambia. He is a well-known researcher and academician. He has guided and supervised 34 PhD thesis and more than half century of MPhil.



Dr. Sajida Parveen is Ph.D in Public Administration and Management Sciences, University of Karachi.

Having 35 years of administration at senior level of college education. Deputy Director hr, inspection, inspector of colleges etc. Associated with renowned university to teach and supervise thesis. Involved in policy planning, development, and implementation. Member of various NGOs & organizations NIPA, NILAT, etc., pin of UNDP as 38 tot trainer. Media scholar, moderator, anchor and news castor. Conducted local govt, gender sensitization, planning & development programs. Passionate for education system reforms as change agent.



Dr. Junaid Ahmed Zubairi has a well-established academic career and proven record of research and scholarly pursuit. He received his BE (Electrical Engineering) from NED University of Engineering, Pakistan, and his MS and Ph.D. (Computer Engineering) from Syracuse University, USA. Currently, he is a SUNY Distinguished Professor and department chair of Computer Science, Physics, Math, and Geology at SUNY Fredonia campus, New York, USA. Dr. Zubairi is a senior member of IEEE.



Dr. Syed Misbahuddin received BE degree in Electronics from NED University of Engineering and Technology, Karachi, Pakistan. MS from King Fahd University of Petroleum and Minerals, Dhahran Saudi Arabia and Doctorate in Electrical Engineering from University of Detroit Mercy, Detroit MI, USA. Syed Misbahuddin has been in academia since last more than 25 years. Currently, he is professor in School of IT Administration and Security in Seneca College, Toronto, Canada. He has contributed several research publications in the area of Computer Science and Engineering.



Dr. Gulnaz Naeem is Associate Professor in the Department of Islamic Studies / Faculty of Social Sciences at the Benazir Bhutto Shaheed University (BBSU) Lyari, Karachi – Pakistan. She has earned her Ph.D. in the title “Evolution Theory of Man: A Study Based on Quranic Facts and Latest Discoveries of Science” from the alma mater, the University of Karachi – Karachi.

She has started her research activities by joining Maarif Research Journal as Managing Editor.

She is HEC certified Master Trainer and has organized a Continuous Professional Development Program for the faculty members of the university on behalf of HEC. She has launched a research journal on behalf of BBSU titled, Benazir Research Journal of Humanities and



<p>Social Sciences (BRJHSS). Being a learner, she has recently joined the Postdoc Fellowship Program of Islamic Research Institute, International Islamic University, Islamabad.</p>	
<p>Mrs. Ayesha Agha is an architect with a Master's in Historic Building Conservation, University of Portsmouth, UK. Her areas of research interest and publication include Design fundamentals, cultural heritage, historic building documentation, teachers training and quality assurance in the higher education. She is currently teaching at the Department of Architecture and Interior Design, University of Bahrain.</p>	
<p>Syeda Hareem Fatima is working on Research project of education for pursuing M. Phil. from University of Karachi. Completed Master of Education & Graduation in Commerce, University of Karachi.</p> <p>Diploma holder of Islamic Banking and Finance. 10 years experienced HR professional and professional Graphics/Animation. Served as Geography teacher at Pak Arab School Abu Dhabi, U.A.E. Initial studies from Computer Science.</p>	
<p>Dr. Rizwana Muneer is PHD in Education from University of Karachi. Serving as an Associate Professor and Chairperson in Department of Education, University of Karachi. Have number of research publications in education.</p>	
<p>Dr. Lubaina Adnan is currently teaching at Department of Architecture and Planning, at Dawood University of Engineering & Technology, Pakistan. My direction aims to transfer knowledge-based skills to youth, while integrating practices, policy making and research. I have recently completed PhD studies in Green and Sustainable Infrastructure from University of Melbourne, Australia.</p>	

Dr. Mufti Nisar Akhtar is Assistant Professor at Iqra University since 2022.

Dr Nisar Akhtar completed his Ph.D. from the Faculty of Islamic Studies, University of Karachi in 2019. In 2015 he passed his M.Ed. from the University of Karachi. He earned a master's in Islamic studies from the same University in 2012. Currently, he is doing a Postdoc in Islamic Studies at International Islamic University Islamabad; and, besides, he is taking the final year's exam of LLB from Benazir Bhutto University Lyari, Karachi.



Dr. Shehla Naz completed her PhD in Education from the University of Lahore, a significant achievement in my academic journey. Served as a research assistant. I have actively contributed to groundbreaking projects, showcasing my commitment to academic excellence. My passion for staying abreast of contemporary developments led me to participate in the Eurasia Conference on Language Social Sciences.



Dr. Muhammad Zahid, Ph.D., is the Professor and Dean of Management Sciences at Bahria Business School, Bahria University in Pakistan. With a Ph.D. in Management from Universiti Teknologi PETRONAS, Malaysia, and earlier degrees from Pakistan, he brings over eight years of banking industry experience as a manager. Specializing in corporate sustainability and financial performance, Dr. Zahid has authored two books, multiple research papers, and received prestigious awards for his outstanding contributions. His editorial roles and reviewing engagements for reputable journals, along with supervising over 30 research students and collaborating on diverse research grants, reflect his broad expertise. Particularly notable is his proficiency in crafting impactful sustainability reports for academic and business domains, marking his significant influence in the field.



Dr. Shahnawaz Adil, an accomplished Associate Professor specializing in Leadership and Strategic Management, boasts over 16 years of university teaching, research, and mentoring experience. With a Ph.D. from a prestigious AACSB and AMBA-accredited business school in Malaysia, he holds a 'triple-crown' MBA and B.Sc. Honors degrees from London, UK. Dr. Adil has published 24+ research papers, presented at international conferences, and authored a Leadership and Strategy monograph in Germany. He supervises doctoral candidates and has guided numerous MPhil and MBA students in their successful thesis completion, demonstrating exceptional mentorship and scholarly contributions.



Dr. Abdur Rahman Aleemi, an Associate Professor and Head of Research, brings a wealth of expertise to his role, holding certification as a Fintech Professional (CFF-Pro). He spearheads the MS/PhD programs in Business Management at the College of Business Management's Graduate Business Research Department. With over 13 years of extensive experience in academia and industry, Dr. Aleemi has held diverse positions, contributing significantly to various projects and responsibilities in both sectors. Notably, he leads Capstone Projects and has played a pivotal role in funded initiatives alongside esteemed organizations like ICAP, showcasing his leadership and collaborative prowess.



Dr. Ahmed Nawaz, Head of Medical Affairs and Compliance,
Martin Dow Marker

After graduating from LUMHS in 1992, my career journey has embraced academia and practical experience in medicine and pharmaceuticals. From roles in urology at SIUT to an MBA in 2002 and a Certification in Medical Affairs from Kings College London in 2020, my path has been diverse. As the former Head of Clinical Operations at Pfizer Pakistan (2006-2012), I specialized in Phase II & III Clinical Trials across multiple nations, excelling in Protocol Writing, Statistical Analysis, and Pharmacovigilance. Pioneering Pharmaco-economic Models in Pakistan and gaining international recognition for Outcomes Research demonstrate my dedication. Currently, as the Pharmacovigilance Country Lead at Martin Dow, I continue advancing medical knowledge and practices.



Dr. Mohammad Farhan Mehboob, Senior Assistant Professor,
CCNA, CCNP, MCSE, SSE+, CSA, Bahria Business School

With a Ph.D. in Business Administration (Finance) from Heriot-Watt University (UK) and an MBA from the University of Arizona (USA), I possess 15+ years' experience in academia, research, IT, and corporate training. I've taught various Management Science and IT/MIS courses, supervised thesis projects, and conducted multidisciplinary research published in esteemed journals. Additionally, I've presented at international conferences, earned certifications from Cisco, Microsoft, Oracle, and Broadcom, and received extensive professional training in networking and security.

Prof. Dr. Aamir Feroz Shamsi belongs to discipline of Management Science. I am currently holding the position of Dean, Faculty of Management Science at SZABIST and interested in collaborated research in interdisciplinary fields. The area of my research in PhD was corporate performance measurement and Balanced Scorecard.

Senior Professor, Bahria Business School
Bahria University
Feb 2021 - Present

Professor
SZABIST
May 2019 - Oct 2023

Professor
PAF-KIETPAF-KIET
Sep 2017 - May 2019



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