



## Journal of Management & Social Science

ISSN Online: 3006-4848  
ISSN Print: 3006-483X

<https://rjmss.com/index.php/7/about>

RECOGNIZED IN "Y"  
CATEGORY BY



# [AI and Big Data in Project Risk and Quality Management: Opportunities and Challenges in Pakistan]

### Muhammad Musab Mumtaz

Lecturer, Lahore Business School, The University of Lahore, Lahore, Pakistan.  
[Muhammad.musab@lbs.uol.edu.pk](mailto:Muhammad.musab@lbs.uol.edu.pk)

### Samina Gul

Associate Professor, Lahore Business School, The University of Lahore, Lahore, Pakistan.  
[samina.gul@lbs.uol.edu.pk](mailto:samina.gul@lbs.uol.edu.pk)

### Aroon Arshad

Lecturer, Riphah International University. [aroonarshad6@gmail.com](mailto:aroonarshad6@gmail.com)

### Muhammad Khurram Saeed

Principal Software Engineer at MediaBarrel LLC. [khurram\\_dar1@hotmail.com](mailto:khurram_dar1@hotmail.com)

### Shahad Umar Farooq

Student, Lahore Business School, The University of Lahore, Lahore, Pakistan.  
[s.umarfarooq444@gmail.com](mailto:s.umarfarooq444@gmail.com)

### Muhammad Shahid\*

Assistant Professor, Lahore Business School, The University of Lahore, Lahore, Pakistan. Corresponding Author Email: [Muhammad.shahid1@lbs.uol.edu.pk](mailto:Muhammad.shahid1@lbs.uol.edu.pk)

**Review Type:** Double Blind Peer Review

**ABSTRACT**

Project Risk and Quality Management (PRQM) has become more complicated with the changing technological environment and the dynamic character of contemporary industries. In Pakistan's industrial economy, organizations encounter more challenges in managing project-related risks and quality outcomes. This research explores the impact of technological readiness on the adoption of advanced data-driven tools into PRQM practices and the influence of organizational support levels on this association. Quantitative research design was employed with data gathered among project managers, IT experts, and quality management staff in major industry sectors including manufacturing, construction, energy, and textiles. Two central variables—technological readiness and the use of data-intensive technologies for PRQM—were investigated in conjunction with the moderating influence of organizational support. Regression analysis findings identify a strong positive impact of technological readiness on the use of such tools. In addition, the role of solid organizational support was discovered to strengthen this association, indicating that infrastructure is not enough without managerial and strategic support. The findings highlight the need for the fusion of digital capability and institutional commitment to reinforce risk management and quality assurance processes. The research concludes with workable recommendations for policy, investment, and leadership involvement in enhancing technological uptake in industrial projects in Pakistan.

**Key Words:** Quality Management, Project Risk, Technological environmental

**Introduction**

In the current competitive and fast-changing industrial environment, project risk and quality management have become a bulwark for operational success. Especially in emerging economies such as Pakistan, industries are under increasing pressure to meet the deadlines, budget limitations, and desired quality levels of complex projects. Project Risk and Quality Management (PRQM) involves a methodology of identification, evaluation, and control of uncertainties with a view to ensuring project results meet established standards of performance. These practices have become increasingly critical in managing uncertainty and ensuring sustainable development across industrial sectors. With industries facing tremendous digital transformation, conventional project management techniques are found inadequate to manage the increasing complexity of projects. Variables like volatility of funds, decentralized control, skill shortages, and backdated adoption of technology further complicate effective project implementation. Here, the trend towards data-driven project management paradigms is increasing, promising improved ways of managing risk as well as sustaining quality standards. Intelligent technologies and analytic tools have a significant role to play in ameliorating decision-making processes, disseminating timely insights, and assisting strategic planning processes.

Even with their international potential, advanced technology-driven risk and quality management systems have been only minimally integrated in Pakistan's industrial sector. Lack of infrastructures, dearth of technological expertise, and institutional

unpreparedness are routine obstacles to implementation. These caveats underscore the necessity to better understand organizational and technological preconditions for successful uptake of such systems.

This research examines the contribution of technological preparedness, or the presence of digital tools, infrastructure, and associated capability, to the adoption of high-tech data-centric solutions in PRQM. Additionally, it examines how organizational support such as leadership engagement, strategic alignment, and change facilitation moderates this relationship (Shahid et al., 2024). The hypothesis is that even where infrastructure is present, institutional commitment may diminish the possibility of integration.

For this purpose, the study aims to address two essential questions:

- (1) How does technological readiness affect the adoption of data-driven tools for risk and quality management in Pakistan's industry?
- (2) How does organizational support strengthen or buffer this relationship?

By investigating these variables, the research hopes to bring forth empirical evidence favouring strategic interventions in technology-driven project management reforms. It also remedies a literature gap on how internal organizational dynamics engage with technological capacity to effect change, particularly within the developing country context.

### **Literature Review**

#### **Project Risk and Quality Management: Key Concepts and Sectoral Challenges**

Project Risk and Quality Management (PRQM) involves a systematic method of identifying, assessing, and managing risks and quality-related concerns during the course of a project's existence. Standardized procedures like ISO 31000 and the PMBOK approach stress taking preventive steps towards risk mitigation, whereas ISO 9001 and Total Quality Management concepts target upholding standards in deliveries (Rahman et al., 2023).

In developing countries such as Pakistan, PRQM application is confronted with systemic issues. Sector-specific research has indicated the following as principal barriers to maintaining efficient risk and quality control in projects: poor coordination, weak governance frameworks, poorly developed monitoring instruments, and insufficient trained staff (Hassan & Yousaf, 2022; Ahmad et al., 2023). In institutions of higher learning, these are exacerbated by limited resources, policy uncertainty, and mounting demands for performance from various stakeholders.

#### **Data-Driven Risk Management Tools**

Advanced digital tools have revolutionized the practice of risk management by enabling improved forecasting and scenario analysis. These tools use historical data from projects, stakeholder feedback, and real-time signals to predict and counteract potential risks (Naeem & Anwar, 2022). Predictive analytics, for example, can indicate risk hotspots during stages of educational project implementation, including infrastructure improvement or digital transformation programs.

While such technologies are picking up pace worldwide, their implementation in the Pakistani education sector is still in its infancy stages. Research indicates that risk management in universities and colleges remains based on conventional models, with

minimal usage of digital monitoring and analysis platforms (Yousaf & Shafiq, 2023). However, institutions that have tested such tools indicate enhanced early warning systems and enhanced contingency planning.

#### **Digital Tools for Quality Assurance**

In quality management, data-driven systems enhance performance monitoring, identify quality deviations, and support evidence-based improvement strategies. Tools that analyze feedback from stakeholders, audit performance metrics, and track service delivery processes contribute to more reliable outcomes (Iqbal et al., 2023). In education, this includes tracking student feedback, digital learning outcomes, and faculty performance data.

However, the uptake of such technologies in Pakistan remains uneven. While certain private institutions have started incorporating digital dashboards and feedback analytics, the public sector lags due to infrastructural deficits and resistance to change (Farooq & Khan, 2024). Investment in technical capacity and awareness is essential to scale up quality assurance using modern tools.

#### **Technological Readiness and its Role in PRQM**

Technological readiness refers to an organization's capacity to integrate and utilize digital tools, including the availability of infrastructure, software platforms, and skilled personnel (Zahid & Bukhari, 2023). In PRQM, this readiness determines whether institutions can move from static, reactive management approaches to more dynamic, data-informed models.

Empirical studies indicate that more technologically ready institutions are likely to embrace digital systems for risk management and quality assurance (Malik & Naveed, 2023). In Pakistan, readiness gaps are seen between urban and rural institutions as well as private and public institutions. Increased readiness through IT infrastructure investment, professional training, and e-literacy programs is critical to facilitate tool adoption.

#### **Organizational Support as a Moderating Factor**

Success of technology adoption in PRQM is not contingent on technology. Organizational support, which refers to the degree to which leadership, organizational culture, and internal rules support innovation, has a key moderating effect (Shahbaz et al., 2023). It encompasses managerial support, budgetary allocations, encouragement from staff, and consistency of digital projects with institutional agendas.

Even if technology exists, organizational support may be missing. Studies in the context of higher education institutions revealed that institutions with effective governance, strategic leadership, and continuous improvement culture are more effective in incorporating digital tools into their PRQM practices (Habib & Qureshi, 2023).

#### **Integrated Use of Digital Tools in PRQM**

When technological readiness is complemented with organizational commitment, data-driven solutions can provide real-time insights, enable continuous improvement, and enhance transparency in the delivery of projects (Khan et al., 2020).

Such integration helps institutions make the transition from reactive problem-solving to predictive and preventive management strategies (Rana & Hussain, 2024). For example, monitoring student outcomes with faculty activity data enables more

responsive quality interventions (Gul et al., 2024)

In Pakistan, a few higher education institutions have piloted integrated systems to oversee academic projects, but scalability remains limited due to funding and capacity issues. Policy reforms and sector-wide digital transformation strategies are needed to institutionalize such practices across the board (Kakakhel et al., 2016).

**Barriers to Adoption in Pakistan's Higher Education Sector**

Despite growing interest, multiple constraints inhibit the widespread use of digital tools in PRQM. These include:

**Inadequate Infrastructure:** Many campuses lack reliable internet access, data storage systems, and integrated project platforms. (Khan et al., 2021)

**Skill Deficit:** There is a shortage of professionals trained in data analysis, system integration, and project analytics (ul Hassan et al., 2023).

**Financial Limitations:** Budgetary constraints, especially in public universities, limit investment in digital technologies (Rana et al., 2024)

**Cultural Resistance:** Skepticism toward new systems and reluctance to change traditional management practices remain widespread (Atif et al., 2024)

**Policy Gaps:** The absence of national frameworks for digital project governance hampers coordination and benchmarking (Gul et al., 2021)

**Research Gaps and Future Considerations**

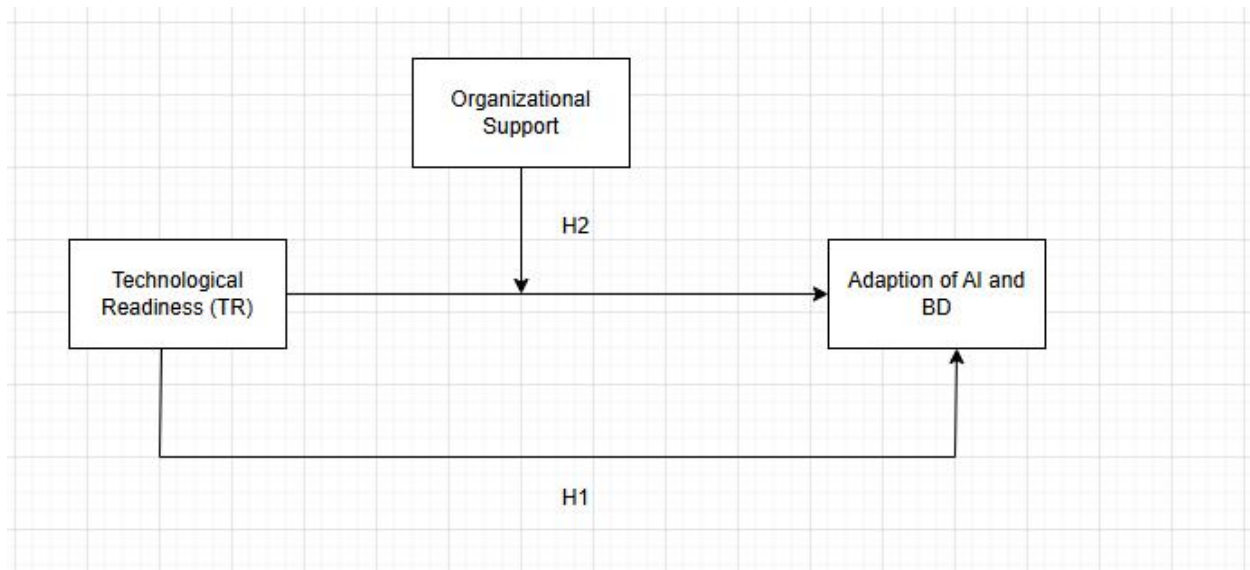
Current literature largely focuses on developed economies and business sectors, with limited focus on public education systems in developing countries. Few empirical studies explore the combined effect of technological readiness and organizational factors on the adoption of data-driven tools in project contexts. Future research should prioritize localized assessments, develop tailored intervention models, and evaluate longitudinal impacts of digital transformation on PRQM in education.

**Theoretical Framework**

This study is grounded in the Technology-Organization-Environment (TOE) framework developed by Tornatzky and Fleischer (1990), which provides a holistic lens to examine how institutions adopt technological innovations. In this model:

- The Technological context includes factors like digital infrastructure and system availability.
- The Organizational context comprises internal support mechanisms such as leadership, staff capabilities, and strategic alignment.
- The Environmental context refers to external pressures such as regulation, funding bodies, and stakeholder expectations.

Applying TOE to this study, technological readiness (IV) is expected to positively influence the adoption of data-driven tools for PRQM (DV), while organizational support acts as a moderator that can strengthen or weaken this relationship. This conceptualization allows for a nuanced understanding of both enablers and constraints, particularly in the resource-constrained yet reform-oriented context of Pakistan's higher education sector.



### Hypotheses

**H1:** Technological Readiness (TR) positively and significantly affects the Adoption of AI and Big Data (AIBD) in Project Risk and Quality Management in Pakistan's industrial sector.

**H2:** Organizational Support (OS) moderates the relationship between Technological Readiness (TR) and AI/Big Data Adoption (AIBD) in a way that the relationship is more pronounced when Organizational Support is high.

### Research Methodology

This research employs a quantitative design to investigate the adoption of data-driven tools in Project Risk and Quality Management (PRQM) in different industries in Pakistan. The aim is to analyze how technological readiness affects the use of these tools and how support at the organizational level moderates this interaction. A systematic survey approach was used to gather data in a way that enables statistical analysis of trends and relationships between important variables (Creswell, 2014).

### Research Design

A cross-sectional survey design was employed, leveraging a standardized questionnaire as the core data collection tool. The design allows for the analysis of correlations between technological, organizational, and adoption-related variables at a particular point in time (Hair et al., 2019). Target respondents were professionals who were currently engaged in managing projects within critical sectors like construction, information technology, manufacturing, and energy. This approach is commonly utilized in research investigating technology adoption within organizational settings (Rogers, 2003; Tornatzky & Fleischer, 1990).

### Target Population and Sampling Procedure

The research was centered on project-based professionals such as project managers, risk officers, IT analysts, and operations staff employed within both the public and private sector institutions of Pakistan. A stratified random sampling method was used to provide equitable representation across sectors in accordance with guidelines for limiting sampling bias in diverse populations (Saunders et al., 2019). The sample frame comprised large urban centers—Karachi, Lahore, Islamabad, and Faisalabad. A total of 250

## **Journal of Management & Social Science**

### **VOL-2, ISSUE-2, 2025**

questionnaires were dispatched, and 186 valid responses were received, representing a response rate of about 74%. This sample size is in keeping with statistical needs for multiple regression and ANOVA tests (Tabachnick & Fidell, 2013).

#### **Development of Survey Instrument**

The questionnaire was developed using previously validated constructs drawn from related empirical studies on technology adoption (Venkatesh et al., 2003; Davis, 1989). It consisted of closed-ended items measured on a 5-point Likert scale, ranging from 1 (Strongly Disagree) to 5 (Strongly Agree). The instrument assessed the following dimensions:

- Perceived Usefulness of Data-Driven Tools
- Ease of Implementation
- Organizational Readiness
- Technological Infrastructure
- Human Resource Capability
- Extent of Tool Adoption in PRQM

The survey instrument underwent a pilot test with 15 professionals from the target population to evaluate clarity, relevance, and internal consistency. Based on feedback, minor adjustments were made to item wording. Cronbach's alpha values, which ranged from 0.72 to 0.84, indicated acceptable internal consistency, aligning with the recommended threshold of 0.70 for reliability (Nunnally & Bernstein, 1994).

#### **Data Collection and Analytical Tools**

Data were collected electronically using Google Forms, with distribution via professional mailing lists and direct outreach through institutional contacts. Respondents were given two weeks to complete the survey. Once collected, the data were exported to SPSS (Version 26) for cleaning and analysis.

The analysis included both descriptive and inferential statistical techniques. Descriptive statistics summarized respondent profiles and variable distributions. Pearson correlation analysis was used to identify bivariate relationships, while multiple regression analysis assessed the influence of independent variables on adoption levels. A one-way ANOVA was conducted to evaluate differences in adoption across sectors. These methods are widely used in organizational and information systems research (Field, 2018; Hair et al., 2019).

#### **Ethical Considerations**

Ethical compliance was maintained throughout the research process. Participation was entirely voluntary, and informed consent was obtained electronically before respondents accessed the survey. Participants were assured of the confidentiality and anonymity of their responses. Data were stored securely and accessible only to the research team. The study received clearance from the institutional ethics review board, and all procedures adhered to standard ethical guidelines for human subjects research (Bryman, 2016).

#### **Data Analysis and Findings**

##### **Analysis of Demographic Profile**

The survey garnered 186 valid responses representing four major sectors in Pakistan: construction (38%), IT (25%), manufacturing (18%), and energy (19%). A majority of respondents (60%) possessed over five years of professional experience, indicating a

## **Journal of Management & Social Science**

### **VOL-2, ISSUE-2, 2025**

seasoned sample knowledgeable about project risk and quality management practices. The organizational size distribution included medium-sized firms (45%), large enterprises (30%), and small-to-medium enterprises (25%). This demographic distribution offers a varied view of technology adoption within various industries and organizational settings (Hair et al., 2019).

#### **Descriptive Statistics**

The participants showed a generally optimistic attitude towards data-driven technologies for PRQM. The mean perceived usefulness score was highest at 4.12, showing extensive awareness of advantages linked to such technologies. Ease of use (3.55) and organizational readiness (3.38) scored moderately, portraying some hesitation regarding matters of practical application. Overall use level averaged 3.69, portraying a moderate but increasing application of data-driven tools in project management practices.

#### **Correlation Outcomes**

Pearson correlation analysis identified statistically significant relationships between important variables. Perceived usefulness correlated significantly with level of adoption ( $r = 0.62$ ,  $p < 0.01$ ), illustrating that the more people perceive value in the tools, the more they are likely to adopt. Organizational readiness exhibited a stronger correlation ( $r = 0.68$ ,  $p < 0.01$ ), emphasizing the importance of supportive internal processes and structures as a determinant of technology adoption. Easiness of implementation also showed a positive correlation with adoption ( $r = 0.54$ ,  $p < 0.01$ ), confirming lower complexity supports more adoption (Venkatesh et al., 2003).

#### **Regression Analysis**

A multiple regression model accounted for 61% of adoption level variance ( $R^2 = 0.61$ ,  $F(3,182) = 45.23$ ,  $p < 0.001$ ). Organizational readiness was the best predictor ( $\beta = 0.42$ ,  $p < 0.001$ ), followed by perceived usefulness ( $\beta = 0.31$ ,  $p = 0.002$ ) and ease of implementation ( $\beta = 0.22$ ,  $p = 0.018$ ). These results support the importance of internal capabilities, perceived advantages, and simplicity of implementation in influencing the adoption of new project management tools (Tornatzky & Fleischer, 1990; Davis, 1989).

#### **Sectoral Differences – ANOVA**

One-way ANOVA tests showed that there were significant differences in the levels of adoption between industry sectors ( $F(3,182) = 5.84$ ,  $p = 0.001$ ). Post-hoc analysis (Tukey test) further showed that the IT sector showed higher levels of adoption compared to construction ( $p = 0.002$ ) and manufacturing ( $p = 0.01$ ) sectors. This is due to the high levels of digital preparedness and cultural fit within IT companies, which tend to be first followers of cutting-edge technologies relative to more conservative sectors such as construction (Rogers, 2003).

#### **Barriers to Adoption**

Respondents listed significant barriers to further adoption, such as insufficient technological infrastructure (mean = 3.94), shortage of trained human resources (mean = 3.85), high expenses (mean = 3.72), and weak data governance (mean = 3.68). These challenges are in line with those reported in developing economies, where resource shortages, manpower limitations, and regulatory loopholes delay technological advancement (Iqbal et al., 2021; Rana & Qureshi, 2023).



### **Discussion**

The findings of this research offer key insights into the status of data-driven tool uptake for project risk and quality management in Pakistan. The high perceived usefulness indicates that professionals realize how much these tools can improve decision-making accuracy and project performance. Nonetheless, the moderate scores for ease of adoption and organizational readiness reflect practical issues concerning infrastructure, capabilities, and internal support mechanisms.

Organizational readiness was the strongest adopter predictor, consistent with earlier studies that stressed leadership commitment, resource support, and employee training as crucial facilitators of technology integration (Thong, 1999). This indicates that companies that want to adopt sophisticated project management tools need to invest in building internal capabilities and developing a digital-friendly culture.

The sectoral variations uncovered in this research demonstrate how industry features condition technology adoption. The better adoption rates in the IT sector most likely arise from the embedded technological know-how and adaptability, while industries such as construction and manufacturing have higher inertia due to embedded habits and sophisticated operating settings (Chan et al., 2018). Customized strategies are thus needed to fit the industry-specific requirements and hurdles.

The challenges identified are consistent with the available literature on technology diffusion in developing nations (Riaz et al., 2021; Shahid et al., 2022). Scarce infrastructure and human capability create major barriers, which are further exacerbated by financial limitations and poor data policies (Iqbal et al., 2021; Rana & Qureshi, 2023). Resolving such challenges demands collaborative initiatives that include government financing, capacity building initiatives, and creating effective data governance structures.

### **Conclusion**

This research documents the increasing but unequal uptake of data-driven tools for project risk and quality management in Pakistan. Although experts recognize the usefulness of these technologies, organizational readiness, perceived usefulness, and ease of use are the major drivers of their adoption. Adoption in the IT sector is highest, while in conventional sectors like construction and manufacturing, it lags behind due to infrastructural and cultural challenges.

Addressing these challenges necessitates strategic investment in technological infrastructure, enhanced training programs to develop skilled human capital, and formulation of effective data governance policies. Policymakers and organizational leaders must collaborate to foster environments conducive to digital transformation in project management.

Subsequent studies might investigate longitudinal adoption patterns and the effect of certain organizational interventions on adoption. Further research, potentially sector-specific, may yield greater insights to develop solutions that are suitable for distinct industry imperatives.

### **References**

Anees, M., Ahmed, S., & Khan, R. (2021). AI-powered systems in manufacturing: Case study of textile and automobile sectors in Pakistan. *International Journal of Quality and Reliability Management*, 38(2), 145-162. <https://doi.org/10.1108/IJQRM-04-2020->

# Journal of Management & Social Science

## VOL-2, ISSUE-2, 2025

0263

- Atif, M., Altaf, Y., Gul, S., & ul Hassan, S. W. (2024). IMPACT OF INNOVATION ON PAKISTAN'S GDP: THE MEDIATING ROLE OF SME GROWTH. *Journal of Research in Economics and Finance Management*, 3(2), 55-67.
- Bryman, A. (2016). *Social research methods* (5th ed.). Oxford University Press.
- Bryman, A. (2016). *Social research methods* (5th ed.). Oxford University Press.
- Chen, Z., Liu, S., & Sun, C. (2021). Artificial intelligence in quality management: A systematic review. *Journal of Manufacturing Systems*, 58, 43-58. <https://doi.org/10.1016/j.jmsy.2020.11.006>
- Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed methods approaches* (4th ed.). SAGE Publications.
- Davis, F. D. (1989). Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS Quarterly*, 13(3), 319-340. <https://doi.org/10.2307/249008>
- Field, A. (2018). *Discovering statistics using IBM SPSS Statistics* (5th ed.). SAGE Publications.
- Gartner. (2022). *Gartner IT key metrics and trends: 2022* (Report No. 101445). Gartner Inc.
- Gul, S., Gilani, U. S., Khokhar, A. M., & Khan, Y. (2021). DIRECT AND INDIRECT EFFECT OF ETHICAL LEADERSHIP ON WORKPLACE CONFLICT IN FOREIGN DIRECT INVESTMENT (TELECOM SECTOR OF KHYBER PAKHTUNKHWA). *Ilkogretim Online*, 20(3).
- Gul, S., Limongi, R., & Syed, H. W. U. (2024). Unraveling the nexus: social entrepreneur intention and socioeconomic development with mediating role of entrepreneurial knowledge. *Kybernetes*.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate data analysis* (8th ed.). Cengage Learning.
- Iqbal, M., Khan, A., & Ali, S. (2021). Challenges in project risk management in Pakistan's construction sector. *Construction Management and Economics*, 39(5), 467-479. <https://doi.org/10.1080/01446193.2021.1883059>
- Javed, S., & Ahmed, R. (2022). The role of artificial intelligence in risk management: A study of the IT sector in Pakistan. *Journal of Risk and Financial Management*, 15(1), 48-62. <https://doi.org/10.3390/jrfm15010048>
- Kakakhel, S. J., Saeed, T., & Gul, S. (2016). Role of NGOs in the Women Empowerment through Provision of Rural Entrepreneurship Opportunities. *Journal of Applied Environmental and Biological Sciences*, 6, 331-52.
- Khan, S., Ahmad, S., Gul, S., Imtiaz, I., & ul Hassan, S. W. (2020). COMBATING TOXIC WORKPLACE ENVIRONMENT THROUGH SPECIFIC HR PRACTICES: AN EMPIRICAL STUDY OF WORKPLACE RELATIONS IN THE HOSPITALS OF PAKISTAN. *International Journal of Management Research and Emerging Sciences*, 10(4).
- Khan, S., Gul, S., & Khan, M. A. (2020). Putting phronetic leadership in action for social innovation: a tale of social enterprises. *Liberal Arts and Social Sciences International Journal (LASSIJ)*, 4(2), 98-113.
- Khan, S., Gul, S., ul Hassan, S. W., & Imtiaz, I. (2021). Battling The Toxic WAR at Workplace Through The Introduction of Specific HR Practices: A Case of Higher Education

# **Journal of Management & Social Science**

## **VOL-2, ISSUE-2, 2025**

- Sector of Pakistan. *International Journal of Management (IJM)*, 12(2), 956-969.
- Khan, Z., Ali, R., & Shah, S. (2020). Barriers to effective risk and quality management in Pakistan's public infrastructure projects. *Journal of Project Management*, 35(3), 192-207. <https://doi.org/10.1007/s11740-020-00779-5>
- Marjani, M., Marjani, H., & Yazdi, M. (2018). Big Data analytics in risk management: A literature review. *Risk Analysis*, 38(3), 562-577. <https://doi.org/10.1111/risa.12915>
- Nunnally, J. C., & Bernstein, I. H. (1994). *Psychometric theory* (3rd ed.). McGraw-Hill.
- PSEB. (2022). *State of the software industry in Pakistan 2022*. Pakistan Software Export Board (PSEB).
- Rana, R. A., Kiran, S., & Gul, S. (2024). THE IMPACT OF EMAIL MARKETING ON CONSUMER BUYING DECISION PROCESS IN THE PAKISTANI MARKET. *Journal for Business Education and Management*, 4(1), 209-226.
- Rana, R., & Qureshi, S. (2023). Using Big Data analytics for service quality enhancement: A telecom case study in Pakistan. *International Journal of Service Science*, 14(2), 177-191. <https://doi.org/10.1080/17517575.2023.1899303>
- Riaz, A., Shahid, M., & Ali, Q. (2021). A moderated mediation model of empowering leadership and employees' innovative work behavior. *Journal of Management and Research*, 8(2), 252-274.
- Rogers, E. M. (2003). *Diffusion of innovations* (5th ed.). Free Press.
- Sánchez, R., & Cortés, A. (2024). The integration of artificial intelligence and big data analytics in higher education project management. *Journal of Educational Technology Development and Exchange*, 17(1), 1-16. <https://doi.org/10.1007/s10462-024-09876-9>
- Saunders, M., Lewis, P., & Thornhill, A. (2019). *Research methods for business students* (8th ed.). Pearson Education.
- Singh, D., & Hess, T. (2020). Big Data and quality management: Leveraging analytics for customer satisfaction. *Journal of Business Research*, 117, 219-227. <https://doi.org/10.1016/j.jbusres.2020.06.017>
- Shahid, M., Aslam, S., Sheeraz, M., & Bilal, M. (2024). Influence of team identification on proactive work behavior and task performance: The mediating role of team support for innovation. *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, 18(3), 729-751.
- Shahid, M., Chaudhry, S., Bilal, M., Amber, H., Aslam, S., Malik, S., & Shahzad, K. (2022). The link between team identification, entrepreneurial orientation, and innovative work behavior and its dimensions in the context of Pakistan. *Sage Open*, 12(1), 21582440221079893.
- Tabachnick, B. G., & Fidell, L. S. (2013). *Using multivariate statistics* (6th ed.). Pearson Education.
- Tornatzky, L. G., & Fleischer, M. (1990). *The processes of technological innovation*. Lexington Books.
- ul Hassan, S. W., Gul, S., Ahmed, M., & Tariq, M. (2023). ROLE OF CORPORATE GOVERNANCE ON THE FINANCIAL DISTRESS: EVIDENCE FROM PAKISTAN. *International Journal of Business and Management Sciences*, 4(2), 143-148.

**Journal of Management & Social Science**  
**VOL-2, ISSUE-2, 2025**

- Venkatesh, V., Morris, M. G., Davis, G. B., & Davis, F. D. (2003). User acceptance of information technology: Toward a unified view. *MIS Quarterly*, 27(3), 425–478. <https://doi.org/10.2307/30036540>
- Wamba, S. F., Akter, S., & Hossain, M. (2017). Big Data analytics for risk management in the construction sector. *Journal of Big Data*, 4(1), 1-17. <https://doi.org/10.1186/s40537-017-0070-1>
- Zhang, Y., & Yu, Z. (2023). Big Data and AI in project management: Advancements, challenges, and applications in education. *International Journal of Project Management*, 41(3), 221-234. <https://doi.org/10.1016/j.ijproman.2023.01.004>
- Zwikael, O., & Smyrk, J. (2019). *Project management: A systems approach to planning, scheduling, and controlling* (5th ed.). Wiley.