

## CURRICULUM VITAE

*Dhanonjoy Kumar, Ph.D.*

*Professor*

Department of Management

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### **Background Summary**

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*Dhanonjoy Kumar*, Currently a Professor of Management at Islamic University, Kushtia, Bangladesh. Had been the Professor from September 02, 2021. A regular contributor to a number of journals and International Seminar, Conference and webinars at home and abroad. Academic interests encompass teaching Management, HRM, Entrepreneurship Development, Small Business Management and Business Research as well as conducting empirical research across various branches of Business. Also actively involved with voluntary socio-cultural and intellectual forums.

### **Career Objective**

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To utilize extensive knowledge and experience to deliver high-quality teaching and guidance to students at the graduate, postgraduate, and doctoral levels in university and higher education institutions. To contribute actively to academic journals, international seminars, conferences, and webinars, both domestically and internationally, through applied research. Committed to leveraging academic and leadership expertise to contribute to knowledge creation and development through research in higher education and the business sector in Bangladesh and abroad.

### **FIELDS OF RESEARCH INTEREST**

Human Resource Management, GHRM, MSMEs and SDGs.

### **Preferred Courses (Taught in Executive MBA, Regular MBA and BBA Levels)**

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1. Fundamentals of Management
2. Human Resources Management
3. Current Issues in Human Resource Management
4. Organizational Behavior
5. Training and Development
6. Entrepreneurship Development
7. Small Business Management
8. Business Statistics
9. Research Methodology ( Business Research Methods )
10. Management Science.

## **EDUCATION**

**Postdoctoral Fellowship:** Faculty of Business and Accountancy, University Selangor (UNISEL), Malaysia (April 2023 to March 2024).

**Ph.D.:** Department of Management, Islamic University, Kushtia, Bangladesh, February 2016. Thesis: “Job Satisfaction of Bank Employees: A Comparative Study of Public and Private Sector Banks in Bangladesh”

**MBA:** Department of Management, Rajshahi University, Rajshahi, Bangladesh, 2007, Result: CGPA- 3.81 (Out of 4.00), Merit Position: **First**.

**BBA (Honours):** Department of Management, Rajshahi University, Rajshahi, Bangladesh, 2006, Result: CGPA- 3.79 (Out of 4.00), Merit Position: **First**.

**HSC:** Dukhi Mahamood (D.M) College, Jhenaidah, Jessore, Bangladesh in 2001, Result: **First division**.

**SSC:** Abaipur Ram Sundar Secondary High School, Jhenaidah, Jessore, Bangladesh in 1999 Result: **First division**.

## **WORKING EXPERIENCES**

**Professor,** Department of Management, Islamic University, Kushtia, Bangladesh, 7003, (September 02, 2021 to present).

**Associate Professor,** Department of Management, Islamic University, Kushtia, Bangladesh, 7003, (September 02, 2016 to September 01, 2021).

**Assistant Professor,** Department of Management, Islamic University, Kushtia, Bangladesh, 7003 (November 03 to 2012 September 01, 2016).

**Lecturer,** Department of Management, Islamic University, Kushtia, Bangladesh, 7003 (April 18, 2010 to November 02, 2012).

**Lecturer,** Department of Business Administration, Metropolitan University, Sylhet, Bangladesh (May 17, 2009 to April 17, 2010).

## **LIST OF PUBLISHED PAPERS**

1.	2026	Roy, N.C., Kumar, D. and Zulkifli, N. (2026) ‘An empirical study on customer satisfaction in the telecommunication industry’, <i>Int. J. Business and Emerging Markets</i> , 18(1), 87–104. <a href="https://doi.org/10.1504/IJBEM.2026.150246">https://doi.org/10.1504/IJBEM.2026.150246</a>
2.	2025	Kumar, S., Roy, I., & Kumar, D. (2025). Impact of Financial and Nonfinancial Factors on Job Satisfaction of Primary School Teachers in Bangladesh: A Mediating Role of Job Stress, <i>Jahangirnagar University Journal of Business Research (JUJBR)</i> , 25 (2), 125-144. <a href="https://doi.org/10.53461/jujbr.v25i02.102">https://doi.org/10.53461/jujbr.v25i02.102</a>
3.	2025	Naher, K., & Kumar, D. (2025). Green Human Resource Management Practices and Employee Green Involvement in the Banking Sector: An Empirical Study, <i>Jahangirnagar University Journal of Business Research (JUJBR)</i> , 25 (1), 21-38. <a href="https://doi.org/10.53461/jujbr.v25i01.82">https://doi.org/10.53461/jujbr.v25i01.82</a>
4.	2024	Kumar, D., Ghosh, S. K., & Begum, Z. A. (2024). Significance of Subsidiaries for Improving Financial Performance in the Sugar Industry: A Quantitative Analysis on Carew & Co. (Bangladesh) Limited, <i>Jahangirnagar University Journal of Business Research (JUJBR)</i> , 24 (1), 25-42. <a href="https://doi.org/10.53461/jujbr.v24i01.52">https://doi.org/10.53461/jujbr.v24i01.52</a>

5.	2024	Kumar, S., Rokonuzzaman, M., Roy, S., & Kumar, D. (2024). Global Financial Crises and Its Impacts on The Economy of Bangladesh: A Case Study, <i>Journal of Management and Economic Studies</i> , 6(4), 408-419. <a href="http://doi.org/10.26677/TR1010.2024.1484">http://doi.org/10.26677/TR1010.2024.1484</a>
6.	2024	Kumar, D., Rokonuzzaman, M., & Sanyal, S. N. (2024). Unplanned Urbanization Effects on Agriculture in Bangladesh: A Case Study, <i>International Advanced Research Journal in Science, Engineering and Technology</i> , 11 (10), 1-7. DOI: 10.17148/IARJSET.2024.111001
7.	2023	Kumar, D., Zulkifli, N., Bhuiyan, A. B., Md. Jafor Ali, M. J., & Kumar, S. (2023). Assessing the Moderating Role of Management Education on Entrepreneurial Intentions: Study from Bangladesh, <i>Journal of Research Administration</i> , 5(2), 6034-6053.
8.	2023	Bagchi, S., Ray, S., & Kumar, D. (2023). Tourist perceptions of tourism destinations choice and loyalty: A perspective on developing sustainable rural tourism in Bangladesh, <i>Journal of Tourism Management Research</i> , 10,(2), 170-181 ISSN(e): 2313-4178 ISSN(p): 2408-9117 DOI: 10.18488/31.v10i2.3576
9.	2023	Kumar, D., Zulkifli, N., & Ray, N. (2023). Identifying Critical Factors for Sustainable Tourism and Local Community Development: Evidence from Select Destinations in Bangladesh, <i>ASEAN Journal on Hospitality and Tourism</i> , 21(1), 124-135. <a href="https://doi.org/10.5614/ajht.2023.21.1.09">https://doi.org/10.5614/ajht.2023.21.1.09</a>
10.	2023	Masud, A., Nabi, M. N., & Kumar, D. (2023). Socioeconomic and Psychological Impacts of the COVID-19 Pandemic on Various Occupational Groups in Bangladesh, <i>BUFT Journal of Business &amp; Economics (BJBE)</i> , 4, 77-90. DOI: <a href="https://doi.org/10.58481/BJBE2305">https://doi.org/10.58481/BJBE2305</a>
11.	2023	Kumar, D., Bhuiyan, A. B., Ali, J., & Alam, M. (2023). Job-Related Factors and Satisfaction of Bank Employees on Digital Banking System in Bangladesh. <i>Selangor Business Review</i> , 8(2), 1-16. <a href="http://sbr.journals.unisel.edu.my/ojs/index.php/sbr">http://sbr.journals.unisel.edu.my/ojs/index.php/sbr</a>
12.	2022	Kumar, D., Akter, J., & Paul, A. (2022). Sustainable Development of the Tourism Industry in Bangladesh: An Empirical Study, <i>Business Review- A Journal of Business Administration Discipline</i> , Khulna University, 17(1), 87-102, DOI: 10.35649/KUBR.2022.17.1.5 (Print ISSN: 1811-3788; Online ISSN: 2664-3502).
13.	2022	Uddin, M. K., Bhuiyan, A. B., Kumar, D., Haque, T., & Sahabuddin, M. (2022). Customer Perception of Services Quality of The Islamic Banking in Malaysia During Covid-19 Pandemic. <i>International Journal of Business and Management Future</i> , 8(1), 31-40.
14.	2022	Kumar, D., Bhuiyan, A. B., Haque, T., Ali, J., & Uddin, M. K. (2022). The Covid-19 Pandemic toward Buying Behavior for E-Commerce among Households in Malaysia. <i>International Journal of Business and Management Future</i> , 8(1), 24-30.
15.	2022	Kumar, D., Islam, S., & Rashiduzzaman, M. M. (2022). Upshots of Covid-19 in Students' Health, Educational and Social Life: An Empirical Study, <i>Publication of Research Papers</i> , London School of Management Education (LSME), UK, 479-494.

16.	2021	Kumar, D., Bagchi, S., & Ray, S. (2021). Why Bangladeshi Patients Prefer Outbound Medical Travel? An Analytical Study. <i>International Tourism and Hospitality Journal</i> , 4(6), 1-15. <a href="https://doi.org/10.37227/ITHJ-2021-05-1088">https://doi.org/10.37227/ITHJ-2021-05-1088</a>
17.	2021	Kumar, D., Bagchi, S., & Ray, S. (2021). COVID-19 and risk involvement in the banking sector of Bangladesh: A study. <i>International Journal of Research–Granthaalayah</i> , 9(6), 158–167. DOI 10.29121/ granthaalayah.v9.i6.2021.4021
18.	2021	Kumar, D., Haque, A., & Dhar, P. (2021). Exploring the Critical Influencing Factors of Customer Satisfaction in Telecommunication Sector in Bangladesh. <i>Asia-Pacific Journal of Management and Technology (AJMT)</i> , 1(4), 11-21. DOI: <a href="https://doi.org/10.46977/apjmt.2021v01i04.03">https://doi.org/10.46977/apjmt.2021v01i04.03</a>
19.	2020	Islam, M. S., Begum, Z. A., & Kumar, D. (2020). Role of Motivational Factors in job Satisfaction: A Synergic Application of Partial Least Square Path Modeling. <i>Jahangirnagar University Journal of Business Research (JUJBR)</i> , 21, 59-72.
20.	2020	Kumar, D., Adhikari, P. K., & Kumar, S. (2020). COVID-19: Its instant impacts upon the agrarian economy of Bangladesh. <i>Journal of Business and Economic Management</i> , 8(8), 193-199.
21.	2020	Kumar, D., Mukherjee, S., Haque, A., & Anis, Z. (2020). Measuring Student Satisfaction towards Mobile Service Provider in Bangladesh: With Special Reference to Grameen Phone Limited. <i>Journal of Xidian University</i> , 14(5), 184-200. <a href="https://doi.org/10.37896/jxu14.5/020">https://doi.org/10.37896/jxu14.5/020</a>
22.	2020	Kumar, D., Hossain, M. Z., & Islam, M. S. (2020). Non-performing loans in banking sector of Bangladesh: An evaluation. <i>International Journal of Applied Economics, Finance and Accounting</i> , 6(1), 22-29. DOI: 10.33094/8.2017.2020.61.22.29
23.	2019	Kumar, D., Rahman, M. Z., & Hossain, M. Z. (2019). Demonetization of Indian Currency and Its Impact on Bangladesh, <i>Journal of Business Studies, Pabna University of Science and Technology</i> , 2 (1), 94-97.
24.	2019	Alam, A., Kumar, D., & Jony, M. T. I. (2019). Youth Training Program of Youth Development Department in Bangladesh: An Empirical Study, <i>Journal of Nazrul University</i> , 7(1), 323-332.
25.	2019	Kumar, D. (2019). Prospects and challenges of agro-industry in Bangladesh: An agripreneur view. <i>African Journal of Agricultural Research</i> , 14(31), 1379-1389. DOI: 10.5897/AJAR2019.14110
26.	2019	Islam, S., Kumar, D., & Chowdhury, S. (2019). Professional satisfaction of public university instructors in Bangladesh: A case of Rajshahi University. <i>African Journal of Business Management</i> , 13(11), 373-383. <a href="https://doi.org/10.5897/AJBM2019.8807">https://doi.org/10.5897/AJBM2019.8807</a>

27.	2019	Kumar, D., Kumar, G., & Sarker, J. (2019). Human Resource Management Practices in Telecommunication Companies of Bangladesh: A Conceptual Study. <i>IJRAR-International Journal of Research and Analytical Reviews, Special Issue</i> , 25-31.
28.	2019	Kumar, D., & Rokonzaman, M. (2019). Role of Compensation Factors on Teachers Job Satisfaction: A Comparative Study on Non-Government High School and College Teachers in Bangladesh. <i>IJRAR- International Journal of Research and Analytical Reviews, Special Issue</i> , 32-43.
29.	2018	Rahman, M. T., & Kumar, D. (2018). Problems and prospects of cottage industry in Khulna division of Bangladesh: An empirical assessment. <i>IOSR Journal of Business and Management</i> , 20(6), 45-52. DOI: 10.9790/487X-2006014552
30.	2017	Kumar, D., & Hossain, Z. (2017). Impact of Extrinsic and Intrinsic Factors on Teachers' Motivation. <i>Australasian Journal of Business, Social Science and Information Technology</i> , 3(1), 19-27.
31.	2017	Kumar, D., & Siddika, H. (2017). Benefits of training and development program on employees' performance: A study with special reference to banking sector in Bangladesh. <i>International Journal of Research Granthaalayah</i> , 5(12), 77-88. DOI: 10.5281/zenodo.1133603
32.	2017	Kumar, D., & Siddika, H. (2017). Perception towards Pay Satisfaction of Bank Employees: A Descriptive Study. <i>International Research Journal of Human Resources and Social Sciences</i> , 4(7), 141-150.
33.	2017	Rahman, S., Kumar, D. (2017). Role of Service Quality on Customer Satisfaction of Private Commercial Banks in Bangladesh: A Comparative Study, <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 12(2), 103-114.
34.	2016	Kumar, D. (2016). Job Satisfaction of Commercial Bank Employees in Bangladesh: An Empirical Study. <i>ABC Journal of Advanced Research</i> , 5(2), 61-70.
35.	2016	Kumar, D. (2016). Impact of Compensation Factors on Teachers' Job Satisfaction: An Econometric Focus. <i>Global Disclosure of Economics and Business</i> , 5(2), 67-76.
36.	2016	Kumar, D., Hossain, M. Z., & Jebin, A. (2016). Organizational Commitment among the Employees of NGOs in Bangladesh: An Empirical Study. <i>American Journal of Trade and Policy</i> , 3(3), 109-114.
37.	2015	Kumar, D., Hossain, M. Z., & Nasrin, M. S. (2015). Impact of non-financial rewards on employee motivation. <i>Asian Accounting and Auditing Advancement</i> , 5(1), 18-25. DOI: <a href="https://doi.org/10.18034/4ajournal.v9i1.51">https://doi.org/10.18034/4ajournal.v9i1.51</a>
38.	2015	Kumar, D. (2016). Herzberg's Motivation- Hygiene Theory and Job Satisfaction in Public and Private Organizations. <i>Quarterly Journal of Management development</i> , a

		<i>Publication of Indian Association for Management Development</i> , 46 (3-4), 5-14. ISSN 0048-6175.
39.	2014	Hossain, A., Imranul Islam, I., & Kumar, D. (2014). Determinant Factors of Choosing a Film: A Study from Viewers Perspective in Bangladesh. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 10(1&2), 68-80. ISSN 2309-8848.
40.	2014	Hossain, M. Z., & Kumar, D. (2014). Adoption and Application of International Financial Reporting Standards (IFRS) in Bangladesh: A Descriptive Study on Prime Bank Limited. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 10 (1&2), 71-87. ISSN 2309-8848
41.	2013	Kumar, D., Hossain, A., & Gope, M. C. (2013). Role of Micro Credit Program in Empowering Rural Women in Bangladesh: A Study on Grameen Bank Bangladesh. <i>Asian Business Review</i> , 3(4), 114-120.
42.	2012	Kumar, D., & Hossain, M. Z. (2012). Job Satisfaction of Private Bank Employees in Bangladesh: A case Study on Islami Bank Bangladesh Limited. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 9(1&2). No. 1 ISSN 2309-8848
43.	2012	Hossain, A., Hossain, M. Z., & Kumar, D. (2012). Development of Marketing Strategy of Tourism Industry in Bangladesh. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 9 (1&2), 2309-8848
44.	2012	Kumar, D., Hossain, A., & Nabi, M. N. (2012). Human Resource Management Practices in Private Bank: A Case Study on Jamuna Bank Limited. <i>Bangladesh j. Prog. Sci. &amp; Tec.</i> 10(1), 117-120. ISSN 2305-1809.
45.	2012	Hossain, M. Z., Hossain, A., Kumar, D., Hasan, S. M., & Islam, M. F. (2012). Financial Performance Analysis of NCBS in Bangladesh: A Case Study on Janata Bank Limited. <i>Bangladesh Research Publications Journal</i> , 7(4), 428-436. ISSN 1998-2003
46.	2009	Kumar, D., Ahmed, M. Z., & Nasimuzzaman, M. M. (2009). Microfinance programmes of BRAC in Bangladesh: A Conceptual study. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 8(1&2), 61-74. ISSN 2309-8848.
47.	2009	Hossain, A., Sheikh, M. B., & Kumar, D. (2009). A Comparative Study on the Market of Telecommunication Industry in Bangladesh. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 8(1&2). 101-113. ISSN 2309-8848
48.	2008	Hossain, A., Kumar, D., & Nasimuzzaman, M. M. (2009). Social Marketing Activities of NGOs in Bangladesh: A Comparative Study on Theoretical & Practical Aspects of NGOs in Bangladesh. <i>Journal of Faculty of Business Administration (JFBA) (Part-C)</i> , 8(1&2), 143-155. ISSN 2309-8848.

## **LIST OF Published Book Chapter**

1.	2017	Kumar, D., & Sur. D. (2017). <i>Measurement of Risks of Regional Rural Banks in India: An Alternative approach</i> , Regional Rural Banks in India Challenges and Prospects, Delta Book World, New Delhi-110002, p-20-29, ISBN 978-93-85719-03-5.
2.	2020	Kumar, D. (2020). Tourism in Bangladesh: Problems and prospects and its economic impact. In <i>UGC Sponsored International Conference on Changing Scenario of Tourism in the Era of Globalisation: Issues and Concerns. Department of Commerce and Business Administration, LN Mithila University, Dardhanga, Bihar, India</i> . Swaranjali Publications, (pp. 22-42). Vasundhara, Ghaziabad, 201012, ISBN: 978-93-89703-83-0.
3.	2020	Kumar, D. (2020). Contribution of Business Education on Digital Economy: A Descriptive Study, (pp. 1-17). Swaranjali Publications, Vasundhara, Ghaziabad, 201012, ISBN: 978-93-89703-90-0.
4.	2022	Nandi, S., Kumar, D., & Azevedo, P. S. (2022, April). Factors influencing crossborder medical tourism from Bangladesh: An empirical study. In <i>World Conference on Information Systems and Technologies</i> (pp. 243-257). Cham: Springer International Publishing. <a href="https://doi.org/10.1007/978-3-031-04819-7_25">https://doi.org/10.1007/978-3-031-04819-7_25</a>
5.	2022	Kumar, D. (2022). Prospects and Challenges of Mobile Financial Services (MFS) in Bangladesh. In <i>Handbook of Research on Social Impacts of E-Payment and Blockchain Technology</i> (pp. 320-341). IGI Global. DOI: <a href="https://doi.org/10.4018/978-1-7998-9035-5.ch017">10.4018/978-1-7998-9035-5.ch017</a> .
6.	2023	Kumar, D., & Suppiah, S. D. K. (2023). MSMEs and SDGs: Evidence from Bangladesh. In <i>Role of micro, small and medium enterprises in achieving SDGs: Perspectives from emerging economies</i> (pp. 89-130). Singapore: Springer Nature Singapore. <a href="https://doi.org/10.1007/978-981-99-4829-1_5">https://doi.org/10.1007/978-981-99-4829-1_5</a>
7.	2024	Kumar, D., Roy, N. C., & Ray, N. (2024). The Impediments to Student Life Imposed by COVID-19 in India and Bangladesh: An Empirical Analysis. In <i>Sustainable Strategic Business Infrastructure Development and Contemporary Digital Practices in Industry 5.0</i> (pp. 271-287). Apple Academic Press. <a href="https://doi.org/10.1201/9781003492160">https://doi.org/10.1201/9781003492160</a>
8.	2024	Kumar, D., & Sultana, S. (2024). Financial Inclusion, Fintech and Digital banking in Bangladesh, Artificial Intelligence, <i>Astitva Prokasan, Perijat Heights, Bilaspur, Chhatisgarh-495001</i> , (pp. 368-397). ISBN: 978-93-5838-725-4.
9.	2025	Kumar, D. (2025). The Socioeconomic Challenges for the Garment Industry Workers of Bangladesh. In <i>Global Impacts and Sustainable Practices in Fast Fashion</i> (pp. 331-352). IGI Global Scientific Publishing. DOI: <a href="https://doi.org/10.4018/979-8-3693-7853-3.ch013">10.4018/979-8-3693-7853-3.ch013</a>
10.	2026	Kumar, D., & Ghosh, S. K. (2026). The Role of Small and Medium Enterprises (SMES) in Achieve Sustainable Development Goals (SDGS) in Bangladesh. <i>Springer Books</i> , 23-48. <a href="https://doi.org/10.1007/978-3-031-98431-0_2">https://doi.org/10.1007/978-3-031-98431-0_2</a>

## **LIST OF EDITORIAL BOOK**

1.	Business Innovation Practices and Sustainability in the VUCA World, Bharti Publications, New Delhi – 110002 (India).
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## **LIST OF PAPER PRESENTATION IN SEMINARS/ CONFERENCES**

1.	National Research Conference on Business & Economics (NRCBE)-2015, 21-22 November, 2015, Metropolitan University, Sylhet, Bangladesh.
2.	Dhaka International Business and Social Sciences Research Conference (DIBSRC) 2016, 20-22, January, Uttara University, Uttara, Dhaka, Bangladesh.
3.	Two days UGC sponsored international seminar on” Dynamic Evolution of Management Paradigm” Organized by Department of Business Administration of Vidyasagar University, West Bengal, India. February 26-27, 2016.
4.	First International Conference on Contemporary Issues of Business Research. June 4, 2016, Begum Rokeya University, Rongpur, Bangladesh.
5.	National Conference on Business & Economics (NCBE)-2017, 08 – 09 February, 2017, Metropolitan University, Sylhet, Bangladesh.
6.	70 <sup>th</sup> All India Commerce Conference- 2017, IIS University, Joypur, Rajasthan, India, October 12-14.
7.	International Conference on Business and Sustainable Development (ICBSD) 2018, 8-9 March, Faculty of Business Studies, Rajshahi University, Rajshahi, Bangladesh.
8.	International Seminar on “Management Practices in Bangladesh and Challenges of Twenty First Century” 18 April, 2018, Department of Management, Islamic University, Kushtia, Bangladesh.
9.	International Conference on “Changing Scenario of Tourism in the Era of Globalization: Issues and Concerns” December 07-08, 2018, Department of Commerce and Business Administration, L. N. Mithila University, Darbhanga – 846 008, Bihar (India).
10.	71 <sup>st</sup> All India Commerce Conference- 2018, Osmania University, Hyderabad, Telangana, India, December 20-22.
11.	International Conference on Emerging Socio Economic Trends & Business Strategy, 18 & 19 January 2019, Organized by International School of Business & Media, Kolkata, West Bengal, India, (ISB&M) & Indian Economic Association (IEA).
12.	Seminar on Problems and Prospects of SME Industry, 03 March 2019, Organized by SME Foundation and Regional SME Product Fair – 2019 Kushtia, District Commissioner Conference Hall.
13.	National Seminar on “Advances in Business and Management ” 28 <sup>th</sup> and 29 <sup>th</sup> March 2019, Organized by Department of Commerce, University of North Bengal, Darjeeling, West Bengal, India.
14.	7th ICSDAP Biennial Conference on Social Unrest, Peace and Development, 14-15 September 2019, Jointly organized by International Consortium for Social Development Asia-Pacific Branch(ICSDAP) & Department of Social Welfare, Islamic University, Bangladesh.
15.	International Conference on Business Innovation for Inclusive Development (ICBIID 2019), 26-27 October 2019, Organized By Department of Business Studies, International Islamic University Chittagong, Chattogram, Bangladesh.
16.	72 <sup>nd</sup> All India Commerce Conference- 2019, KIIT University, Bhubaneswar, Odisha,

India, December 22-24, 2019.
17. International Conference on “Business Education in Digital Economy of India” March 05-06, 2020, Department of Commerce and Business Administration, L. N. Mithila University, Darbhanga – 846 008, Bihar (India).
18. Online International Conference -2020 on “COVID– 19: Lives and Livelihood” May 05-06, 2020. Organized by School of Commerce and Economics, KIIT-DU, Bhubaneswar, Odisha, India.
19. International Webinar on “Strategies for Revival of Indian Business in the Post-Pandemic Economic Scenario” May 23, 2020. Organized by Indian Accounting Association, South Bengal Branch, West Bengal, and India.
20. One Day State Level Web Seminar on “Global Pandemic and its Impacts: the Medical and the pedagogical” 15 June 2020, Organized by Santipur College, West Bengal, India.
21. National Level of webinar on “Research Oriented Technical FDP Program - A Paradigm of Research from Synopsis to Thesis” organized by A E KALSEKAR College of Commerce and Management, Nallasopara, 9th July’2020. Maharashtra, India.
22. A Three-day Lecture Series ‘Contemporary Issues in Business and Finance in Present Pandemic Situation in India’ on Certificate of Participation organized by Business Spectrum The Bi-annual Peer-reviewed Referred Journal of Indian Accounting Association South Bengal Branch Date: July 10-12, 2020
23. National Webinar on Valuation Profession in Post Covid Era -Issues & Challenges, Organized by Department of Business Administration, University of Kalyani & In Association with Institution of Estate Managers& Appraisers (I.Esma), West Bengal, India, August 1,2020.
24. International Webinar on ‘Business Education and Research in Digital Era’ Organized by Indian Accounting association (IAA), Bhubaneswar Branch & P. G. Department of Commerce, Utkal University, Bhubaneswar, Odisha, India. August 2, 2020.
25. LSME Online International Conference on ‘Responsible Research and Innovations in Management And Human Sciences’ Organized by The London School of Management Education, UK , 19 <sup>th</sup> to 20 <sup>th</sup> August, 2020.
26. International Conference on Sustainability and Equity Digital Society KIIT Deemed to be University, In association with Springer, Bhubaneswar November 23-25, 2020
27. 6th International Management Conference On Advances in Management through Research, Innovation & Technology (AMRIT-III), Organized by Fortune Institute of International Business (FIIB) Vasant Vihar, New Delhi In Collaboration With Sri Lanka Institute of Management, Sri Lanka. <u>Academic Partners:</u> Putra Business School, Malaysia Burgundy School of Business, Dijon, France Uniglobe College, Kathmandu, Nepal, Date: December 16-18, 2020.
28. ASIAN Conference on Business, Economics and Social Sciences (ACBESS-2021), 24th – 25th May, 2021, Organized by University Teknologi MARA, Melaka Branch Malaysia.
29. 8th LSME International Research Conference on, Sustainable Development and Education, 26 – 27 August 2021, Organized by London School of Management Education (LSME), United Kingdom(UK).
30. 3 <sup>rd</sup> International Tourism and Retail Service Management Conference (TRMC 2021), 12-13 October, Sunway University, Malaysia.
31. The 9th AICIF Annual International Conference on Islamic Finance, 17-19th November 2021, Organized by State Islamic University, Sunan Kalijaga, Yogyakarta, Indonesia.

32. 9th LSME International Research Conference on, Sustainable Development and Education, 16 – 17 August 2022, Organized by London School of Management Education (LSME), United Kingdom(UK).
33. The 10th LSME International Research Conference on 'Responsible Research and Innovation: Education for All', 25 – 26 October 2023, Organized by London School of Management Education (LSME), United Kingdom(UK).
34. 11th LSME International Research Conference on 'Re-visioning Practice in Education, Health Care and Business Amidst Global Challenges' 12 & 13 November 2024, Organized by London School of Management Education (LSME), United Kingdom(UK).
35. UNFCCC (SB 62 Event Platform), Climate Meetings, 62nd Sessions of the Subsidiary Bodies (SB 62), Bonn, Germany, <b>16 to 26 June 2025</b> .

### **LIST OF KEYNOTE LECTURES DELIVERED**

1. International seminar on 'Dynamic Evolution of Management Paradigm'. (February 26 and 27, 2016), Department of Business Administration of Vidyasagar University, West Bengal, India.
2. International Conference on "Changing Scenario of Tourism in the Era of Globalization: Issues and Concerns" December 07-08, 2018, Department of Commerce and Business Administration, L. N. Mithila University, Darbhanga – 846 008 Bihar (India).
3. Seminar on "Problems and Prospects of SME Industry" Organized by SME Foundation and Regional SME Product Fair – 2019, Kushtia District Commissioner Conference Hall, Kushtia, Bangladesh. March 03, 2019.
4. National Seminar on "Advances in Business and Management " 28 <sup>th</sup> and 29 <sup>th</sup> March 2019, Organized by Department of Commerce, University of North Bengal, Darjeeling, West Bengal, India.
5. Guest of Honor, International Conference on "Business Education in Digital Economy of India" March 05-06, 2020, Department of Commerce and Business Administration, L. N. Mithila University, Darbhanga – 846 008, Bihar (India).
6. Resource Person and Speaker, The International Webinar on "The Impact of Covid-19 on the Economy and Society" Organized by Dinabandhu Andrews College, Affiliated to Calcutta University, West Bengal, India, 28 <sup>th</sup> July 2020.
7. Resource Person and Session Chair, Three Day Virtual International Conference on 'Innovations for New Normal' August 23 to 25, 2020, Organized by GDC, Parkal, Warangal District of Telangana State – India.
8. Resource Person and Speaker, International Webinar on 'Reshaping the future: The amalgamation of Management Education and Practices for post COVID', August 27-28, 2020, Organized by: Srusti Academy of Management, Bhubaneswar, Odisha, India & Association of Indian Management Schools, Hyderabad, India.
9. Resource Person and Speaker, Seven Days International Online Faculty Development Program on ' Organized by IMS Business School, SUMY National Agrain University, Ukraine and International Social Science Research Association (ISSRA), 24-30 August, 2020.
10. Resource Person and Speaker, International Online Faculty Development Program on Research: Methods, Tools And Innovations, April 21-27, 2021, Organized by Indian Academic Researchers' Association (IARA) In Collaboration with Brainware

University, Kolkata, West Bengal, India.
11. Resource Person and Speaker, Workshop on, how can business education support the growth of entrepreneurship and generate job opportunities? , 29, September 2022, Times University Bangladesh, Faridpur.
12. Resource Person and Speaker, International Conference on Emerging Technological Trends in Business" (ICETT 2022), 16-17, December 2022. Department of MBA, KL, University, India.
13. Resource Person and Speaker, Two-week FDP program on the Application of Different Statistical Tools & their effectiveness in Research Methodology, 23.03.2023 to 07.04.2023, Organized by Department of MBA, Budge Budge Institute of Technology (BBIT), Kolkata, West Bengal, India.
14. Resource Person and keynote Speaker, International Conference on International e-Conference on ‘Emerging issues in Management’, April 28, 2023, Organized by the Department of Business Administration in collaboration with Department of Business Administration, Kazi Nazrul University, Asansol, West Bengal , india.
15. Resource Person Special lecture on “Blended learning: The new trends in education”, 24 November 2023, Organized by Dakshin Dinajpur University, West Bengal, India.
16. Guest of Honor, Two-day International Conference on Business Innovation Practices and Sustainability in the VUCA World, 25-26 November, 2023, Organized by St. Xavier's College (Autonomous),Kolkata Post Graduate and Research Department of Commerce in collaboration with Post Graduate Department of Commerce, University of Calcutta and Institute of Islamic Education and Research, Islamic University, Bangladesh.
17. Resource Person Special lecture on “Management Education and Entrepreneurial Intentions of Students”, 28 November 2023, Organized by Kazi Nazrul university, West Bengal, India.
18. Resource Person, International Conference on Trends in Financial Sector in India and Abroad, TIFS – 2024, January 10 and 11 November 2024, Department of Commerce, Vidyasagar University, Midnapore, West Bengal, January 10 & 11, 2024.

### **ATTENDING WORKSHOPS**

1. One Week Workshop on SPSS and AMOS from 12 <sup>th</sup> to 18 <sup>th</sup> July 2018, Bharatiya Vidya Bhaban Institute of Management Science, Kolkata, West Bengal, India.
2. National Level Online Faculty Development Program on “Fundamentals of Research Writing” 3 <sup>rd</sup> June to 6 <sup>th</sup> June 2020, Organized by IQAC and Department of Commerce, Smt. M.M.K. College , Mumbai, India.
3. Seven Days International Online Faculty Development Program on “Research Methods and Analytical Techniques” 17 <sup>th</sup> June to 23 <sup>th</sup> June 2020, Organized by Shuurparaka Educational & Medical Trust and Parul University , Maharashtra, India.
4. One week faculty development programme (FDP) -2020 on “Blended Learning” from 22 <sup>nd</sup> June 2020 to 27 <sup>th</sup> June 2020, Organized by School of Commerce and Economics, KIIT Deemed to be University (KSCE), KIIT-DU, Bhubaneswar, and Odisha, India.
5. An Online 4 Day National Level workshop on “Using Structural Equation Modelling (SEM) as a Research Tool” organized by A E KALSEKAR College of Commerce and Management, Nallasopara from 2nd July to 5th July’2020. Maharashtra, India.
6. One week online workshop on research methodology, 13 <sup>th</sup> -18 <sup>th</sup> July, 2020,Organized

by, Department of Commerce, Assam University, Silchar – 788011.
7. National Workshop on Statistical Computational Techniques using PYTHON, R & SPSS, Organized by School of Studies in Statistics Pt. Ravi Shankar Shukla University Raipur, Chhattisgarh, India, (C.G.)-492010, from 18 <sup>th</sup> July to 20 <sup>th</sup> July’2020.
8. An Online 4 Day National Level Workshop on “Using Smart PLS (SEM) as a Research Tool ” organized by A E KALSEKAR College of Commerce and Management, Nallasopara From 24 <sup>th</sup> to 27 <sup>th</sup> July, 2020. Maharashtra, India.
9. An Online 4 Day National Level Workshop on “Using R’ as a Research Tool ” organized by A E KALSEKAR College of Commerce and Management, Nallasopara From 5 <sup>th</sup> August to 8 <sup>th</sup> August, 2020. Maharashtra, India.
10. Introduction to Structural Equation Modeling (SEM) for Survey Research Using AMOS: A Hands-on Approach, 22 <sup>nd</sup> & 23 <sup>rd</sup> July 2021, Organized by Centre for Accountability & Governance Research (CAGR) Sunway University Business School, Malaysia.
11. Research Methodology and Hands on Learning, KISS Deemed to be University held from August 2-6, 2021, Bhubaneswar, Odisha, India.

### **INTERNATIONAL SEMINAR ORGANIZER AND SEMINAR SECRETARY**

<b><u>Seminar Secretary:</u></b> International Seminar on “Management Practices in Bangladesh and Challenges of Twenty First Century” 18 April, 2018, Department of management, Islamic University, Kushtia, Bangladesh.
<b><u>Member of Organizing Committee:</u></b> 7 <sup>th</sup> ICSDAP Biennial Conference on “Social Unrest, Peace and Development” 14-15 September, 2019, Jointly organized by International Consortium for Social Development Asia- Pacific Branch, Department of Social Welfare, Islamic University, Kushtia, Bangladesh, Singapore University of Social Science and Thammasat University, Thailand. Venue: Islamic University, Kushtia, Bangladesh.
<b><u>Secretary:</u></b> International Webinar on Covid-19 and Its Socioeconomic Impact, 10 <sup>th</sup> December 2020, organized by International Social Science Research Association and SETU Bangladesh.
<b><u>Coordinator:</u></b> one day ‘International Webinar on Challenges towards Achieving Sustainable Development Goals’, 18 <sup>th</sup> March, 2021, organized by International Social Science Research Association and Department of Economics, Islamic University, Kushtia, Bangladesh.
<b><u>Convener:</u></b> International Webinar on Role of MSMEs in Rural Economic Development", September 3 <sup>rd</sup> , 2022 Bangladesh, organized by International Social Science Research Association and SETU Bangladesh.

### **RESEARCH PROJECTS**

1. Islamic University Research Project (UGC Financing Fiscal Year 2015-2016)	Effect of Compensation Factors on Teachers Job Satisfaction: A Comparative Study on Non-Government High School and College Teachers in Bangladesh	Completed Successfully.
2. Islamic University Research Project (UGC Financing Fiscal Year 2016-2017)	Training and Development Program and its Benefits to Employees and Organization: A Conceptual Study on Agrani Bank Bangladesh Limited	Completed Successfully.

3. Islamic University Research Project (UGC Financing Fiscal Year 2017-2018)	Problems of Cottage Industry and Policies for Development: A Study of Khulna Division in Bangladesh	Completed Successfully.
4. Islamic University Research Project (UGC Financing Fiscal Year 2019-2020)	Cross-Border Medical Tourism from Bangladesh: An Empirical Study	Completed Successfully.
5. Islamic University Research Project (UGC Financing Fiscal Year 2021-2022)	Management Education towards Evolving Entrepreneurship in Bangladesh: An Empirical Study	Completed Successfully.
6. University Grant Commission Research Project (UGC Financing Fiscal Year 2021-2022)	The Potential Role of Small and Medium Enterprises to Achieve Sustainable Development Goals in Bangladesh	Completed Successfully.
7. Islamic University Research Project (UGC Financing Fiscal Year 2023-2024)	Users' Acceptance of E-Banking Services in Bangladesh: An Empirical Study	Completed Successfully.
8. Bangladesh Public Administration Training Centre, Savar, Dhaka, Research Project (2023-2024 Financial Year).	Utilizing green HRM in public and private organizations to achieve SDG's	Completed Successfully.
9. Islamic University Research Project (UGC Financing Fiscal Year 2023-2024)	Women Entrepreneurship in MSMEs as a Strategy of Achieving SDGs in Bangladesh	Completed Successfully.
10. National Academy for Educational Management (NAEM), Dhanmondi, Dhaka, 1205, Research Project (2024-2025 Financial Year).	The Effectiveness of The Training and other Academic Activities of The National Academy for Educational Management (NAEM) to Enhance the Quality and Efficiency of Government College Teachers to Engender a Smart Bangladesh: A Study	Completed Successfully.

### **Key Responsibilities & Achievements**

- Led departmental administration, academic program oversight, and stakeholder coordination as faculty member.
- Supervised and mentored BBA, MBA, MPhil, and PhD students to successful completion.
- Spearheaded curriculum development and served on university-level academic committees.
- Organized seminars, workshops, and guest lecturers to enhance academic discourse.
- House Tutor in university halls of residence.

### Academic Supervision

Currently, I oversee the research of eight (eight) Ph.D. students:

- Supervising three doctoral students, conducting research at Islamic University (IU), Kushtia, Bangladesh, and Department of Management & Department of Human Resource Management under the Faculty of Business Administration.
- Supervising another three doctoral students, conducting research at the Department of Business Administration, Faculty of Business Administration, Pabna University of Science and Technology University (PUST), Pabna, Bangladesh.
- Supervising one doctoral student, conducting research at Rajshahi University (RU), Rajshahi, Bangladesh, and Institute of Bangladesh Studies.
- Supervising another one doctoral student, conducting research at Center for Higher Studies and Research (CHSR), Bangladesh University of Professionals (BUP) Bangladesh.

SL	Name of the student	Department	Research Title	Registration Number
1.	Shimul Roy Assistant Professor, Department of Humana Resource Management, Islamic University, Kushtia, Bangladesh	Department of Humana Resource Management, Islamic University, Kushtia, Bangladesh	HUMANA RESOURCE MANAGEMENT APPLICATION AND ORGANIZATIONAL PERFORMMANCE OF NGOS IN BANGLADESH : AN EMPIRICAL STUDY	Session: 2020- 2021  Reg No: 2021001
2.	Shirin Sultana, Assistant Professor, Department of Business Administration, Times University Bangladesh, Faridpur.	Department of Management, Islamic University, Kushtia, Bangladesh	ROLE OF BUSINESS EDUCATION IN DEVELOPING ENTREPRENEURIAL INTENTIONS AMONG THE PUBLIC UNIVERSITY STUDENTS OF BANGLADESH : AN EMPIRICAL STUDY	Session: 2022- 2023  Reg No: 2223018

3.	Umma Salma Luna Assistant Professor Department of Humana Resource Management, Islamic University, Kushtia, Bangladesh	Department of Humana Resource Management, Islamic University, Kushtia, Bangladesh	IMPACT OF GREEN HRM PRACTICES ON ORGANIZATIONAL DEVELOPMENT AND ENVIRONMENTAL SUSTAINABILITY	Session: 2023-2024 Reg No: 2324006
4.	Kamrun Nahar Institute of Bangladesh Studies, Rajshahi University, Rajshahi	Institute of Bangladesh Studies, Rajshahi University, Rajshahi <b>(Co-Supervisor)</b>	GREEN HUMAN RESOURCE MANAGEMENT PRACTICES AND EMPLOYEE PERCEPTIONS OF STATE OWNED COMMERCIAL BANKS IN BANGLADESH	Session: 2022-2023 Reg No: 2313183520 <b><u>Awarded</u></b>
5.	Sraboni Bagchi Assistant Professor Department of Tourism and Hospitality Management, Pabna University of Science and Technology, Pabna, Bangladesh	Department of Tourism and Hospitality Management, Pabna University of Science and Technology, Pabna, Bangladesh <b>(Co-Supervisor)</b>	THE ROLE OF TOURISM INDUSTRY FOR SUSTAINABLE SOCIO-ECONOMIC DEVELOPMENT AND RURAL COMMUNITY EMPOWERMENT IN BANGLADESH: AN EMPIRICAL STUDY	Session: 2023-2024
6.	Sukanto Kumar Horinakundu, JHenaidaha	Department of Business Administration, Pabna University of Science and Technology, Pabna, Bangladesh	JOB STRESS AND JOB SATISFACTION OF PRIMARY SCHOOL TEACHERS IN BANGLADESH: AN EMPIRICAL STUDY	Session: 2019-2020 Reg No: 610032
7.	Md. Abu Bakar Siddique PhD Researcher	Bangladesh University of Professionals (BUP), Centre for	EFFECTIVENESS OF VOCATIONAL EDUCATION AND TRAINING PROGRAM	Reg: 100401240011 Session: 2023 2024 B Roll

	Bangladesh University of Professionals (BUP). Reg: 100401240011 Session: 2023 2024B Roll No: 23620415011	Higher Studies and Research	ON HUMAN RESOURCE DEVELOPMENT IN BANGLADESH: AN EMPIRICAL STUDY	No: 23620415011
8.	Jesmin Akter Assistant Professor Department of Tourism and Hospitality Management, Islamic University, Kushtia, Bangladesh	Department of Management, Islamic University, Kushtia, Bangladesh	ECOTOURISM FOR SUSTAINABLE RURAL ECONOMIC DEVELOPMENT IN BANGLADESH	Session: 2024-2025

### **References**

#### **Prof. Dr. Md. Saiful Islam**

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