

CURRICULUM VITAE
of
Dr. M. Nazmul Islam

Personal Details and Contacts

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Present and Permanent Address: 68, Nassir Uddin Sardar Lane, Rayshaheb Bazar, Dhaka
– 1100, Bangladesh.

EducationBackground

Ph.D. in Business and Administration

Specialization: Human Resource Management

Thesis title: Examining Employee Championing Behavior In The Context Of Organizational
Change: A Study Of The Private Banking Sector In Bangladesh

Awarded Year: 2021

University of Malaya

Master of Business Administration (MBA)

Major: Finance

Passing Year: 2014

Independent University, Bangladesh (IUB)

Bachelor of Business Administration (BBA)

Major: Accounting

Minor: Human Resource Management

Passing Year: 2011

Independent University, Bangladesh (IUB)

Higher School Certificate (HSC)

Subject: Business Studies

Passing Year: 2006

Dhaka City College

Secondary School Certificate (SSC)

Subject: Business Studies

Passing Year: 2004

St. Gregory's High School

Experience

Assistant Professor

September 2022 – Present
BRAC Business School
BRAC University

Assistant Professor

June 2022 – September 2022
Department of Business Administration
ULAB School of Business
University of Liberal Arts Bangladesh

Assistant Professor

December 2021 – June 2022
Department of Business Administration
School of Business
University of Asia Pacific, Bangladesh

Editorial Board Member

June 2021 - Present
Frontiers in Psychology
Impact Factor: 2.990
Cite Score: 3.5
Area: Organizational Psychology
Frontiers Publisher

Graduate Research Assistant

December 2020 – March 2021
Faculty of Business and Accountancy
Department of Business Policy and Strategy
University of Malaya

Graduate Research Assistant

May 2019 – October 2020
Asia-Europe Institute
University of Malaya

Manager, BBA Program and Research & Development Officer

June 2014 - January 2018
School of Business
Independent University, Bangladesh

Teaching Assistant

June 2012 - June 2014

School of Business

Independent University, Bangladesh

Courses Taught

Undergraduate Level

- Strategic Human Resource Management
- Strategic Management
- Manpower Planning and Forecasting
- Human Resource Management
- Principles of Management

Graduate Level

- Managerial Negotiation
- Human Resource Management
- Principles of Management

Administrative Experience

- Assisted the Dean, School of Business in all matters of administrative and academic concern.
- Prepared a budget and operating plan for the BBA program.
- Prepared the course plan of each trimester for the BBA Program.
- Maintained liaison with the other administrative offices.
- Ensured quality student services from the BBA program office.
- Dealt with faculty members regarding administrative issues.
- Assisted the senior faculty members in preparing and implementing research projects and in publishing the research activities in the forms of newsletter, monographs, magazines or journals,
- Maintained liaison with the other researchers and relevant research institutions and organizing study trips, field trips, field researchers, seminars, and conferences for the students and faculty members of the school.
- Maintained liaison with academic development and business organizations at home and abroad to expand the scope of exchange programs, internship programs employment, and higher studies for the students of the school,
- Assisted the faculty members in promoting the school at different levels and coordinating student bodies as well as their extracurricular programs.

Publications

JOURNAL PAPERS

1. Islam, M. N. (2023). Leaders' Part in Boosting Change Encouraging Attitude of Employee: The Sequential Mediation Model of Dealing Change in the Organisation. *South Asian Journal of Human Resources Management*, 0(0). <https://doi.org/10.1177/23220937231176164>. **(SCImago – Q3 and ESCI Indexed-Impact Factor: 1.7)**
2. Furuoka, F., Yaya, O. S., Ling, P. K., Al-Faryan, M. A. S., & Islam, M. N. (2023). Transmission of risks between energy and agricultural commodities: Frequency time-varying VAR, asymmetry and portfolio management. *Resources Policy*, 81, 103339. **(SCImago – Q1 and SSCI Indexed – Impact Factor: 8.22)**
3. Islam, M. N. (2023). Managing organizational change in responding to global crises. *Global Business and Organizational Excellence*, 42(3), 42-57, **(SCImago – Q2)**
4. Islam, M. N., Absar, M. M. N., & Mahmood, M. (2022). A Systematic Review of 50 Years of Human Resource Management Research in Bangladesh: Retrospective Reflections and Forward Trajectories. *South Asian Journal of Human Resources Management*. <https://doi.org/10.1177/23220937221124745>. **(SCImago – Q3 and ESCI Indexed Impact Factor: 1.7)**
5. Islam, M. N., Furuoka, F., & Idris, A. (2021). Influence of Gender Diversity on Employee Work Engagement in the Context of Organizational Change: Evidence From Bangladeshi Employees. *International Journal of Asian Business and Information Management (IJABIM)*, 12(3), 1-19. **(SCImago – Q2 and ESCI Indexed)**
6. Islam, M. N., Idris, A., & Furuoka, F. (2021). The Role of Leadership to Nurture Employee Championing Behavior during Organizational Change: Does Valence Matter? An Individual Level Analysis. *Employee Responsibilities and Rights Journal*, 1-17. <https://doi.org/10.1007/s10672-021-09375-1>. **(SCImago – Q3, and ESCI Indexed Impact Factor: 1.1)**
7. Islam, M. N., Furuoka, F., & Idris, A. (2021). Employee engagement and organizational change initiatives: Does transformational leadership, valence, and trust make a difference? *Global Business and Organizational Excellence*, 40(3), 50-62. <https://doi.org/10.1002/joe.22078>. **(SCImago - Q2)**
8. Islam, M. N., Furuoka, F., & Idris, A. (2020). Mapping the relationship between transformational leadership, trust in leadership and employee championing behavior during organizational change. *Asia Pacific Management Review*. Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1016/j.apmr.2020.09.002>. **(SCImago – Q1, and ESCI Indexed-Impact Factor: 4.4)**
9. Hasan, I., Islam, M. N., and Khan, S. R. (2020) Ready-made garment industry attractiveness: the case of Bangladesh garments' blue-collar employees. *International Journal of Emerging Markets*. <https://doi.org/10.1108/IJOEM-03-2019-0232>. **(SCImago – Q2 and SSCI Indexed – Impact Factor: 2.7)**
10. Islam, M.N., Furuoka, F., & Idris, A. (2020). Employee championing behavior in the context of organizational change: a proposed framework for the business organizations in Bangladesh. *Journal of Asia Business Studies*. Vol. 14 No. 5, pp. 735- 757. <https://doi.org/10.1108/IABS-01-2019-0019>. **(SCImago – Q1 and ESCI Indexed-Impact**

Factor: 2.9)

11. Islam, M. N., Furuoka, F., & Idris, A. (2020). Transformational Leadership and Employee Championing Behavior during Organizational Change: The Mediating Effect of Work Engagement, *South Asian Journal Business Studies*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/SAJBS-01-2020-0016>. **(SCImago – Q1 and ESCI Indexed-Impact Factor: 2.4)**
12. Islam, M. N., Furuoka, F., & Idris, A. (2020). The impact of trust in leadership on organizational transformation. *Global Business and Organizational Excellence*, 39(4), 25- 34, <https://doi.org/10.1002/joe.22001>. **(SCImago – Q2)**
13. Islam, M. N., Idris, A., & Furuoka, F. (2021). Dynamic Forces of Amplifying Employee Change Supportive Behavior: An Individual Level Analysis. *International Journal of Asian Business and Information Management (IJABIM)*, <https://www.igi-global.com/article/dynamic-forces-of-amplifying-employee-change-supportive-behavior/279282> **(SCImago – Q2 and ESCI Indexed)**.

BOOK CHAPTERS

1. Abdullah, M. Ahmed, S. U., Islam, M. N., Islam, M. R., & Chowdhury, M. A. F. (2023). *Bank cyber risk index construction and validation: Evidence from an emerging economy*. In *Handbook of the impact of artificial intelligence on business and society: the advent of the smart organization*. Springer. **(Scopus Indexed)**.
2. Hasan, I., Islam, M. N., & Chowdhury, M. A. F. (2020). Transformational human resource management: Crafting organizational efficiency. In *Handbook of research on managerial practices and disruptive innovation in Asia* (pp. 264-281). IGI Global. **(Scopus Indexed)**.

RESEARCH GRANT

1. **Grant Title:** Factors Motivating Garment Workers towards Organizational Attractiveness: An Empirical Investigation on RMG Sector in Bangladesh.
Responsibility: Co-Investigator
Funded by: Center for Business and Policy Research, School of Business, IUB.
2. **Grant Title:** Factors affecting behavioral intention among the employees in the organization: an empirical investigation on Bangladesh Organizations.
Responsibility: Co-Investigator
Funded by: Center for Business and Policy Research, School of Business, IUB
3. **Grant Title:** New Keynesian Phillips Curve In Asia: Insights From The Backward-looking Price Setting In ASEAN.
Responsibility: Graduate Research Assistant.
Funded by: Malaysian Government
4. **Grant Title:** International business networking among Malay SME manufacturers.
Responsibility: Graduate Research Assistant.
Funded by: University of Malaya
5. **Grant Title:** Implications of appropriate use of E-HRM on employee well-being.

Do transparency and trust in the workplace matter?

Responsibility: Principal Investigator

Funded by: BRAC University

Reviewer for International Journals

1. Financial Innovation, Publisher: Springer
2. Frontiers in Psychology, Publisher: Frontiers
3. Global Business and Organizational Excellence, Publisher: Wiley
4. International Journal of Emerging Markets, Publisher: Emerald
5. International Journal of Organizational Analysis, Publisher: Emerald
6. Knowledge and Process Management, Publisher: Wiley
7. South Asian Journal of Human Resource Management, Publisher: Sage
8. Psychology Research and Behavior Management, Publisher: Dove press
9. Journal of Asia Business Studies, Publisher: Emerald
10. International Journal of Sociology and Social Policy, Publisher: Emerald

References

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Dr. Fumitaka Furuoka

Associate Professor

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