



Dr. Mohammad Nurul Alam

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ACADEMIC QUALIFICATION

- **Post-Doctorate in Human Resource Management, Awarded in 2024**
From University of Selangor, Malaysia
- **PhD in Human Resource Management, Awarded in 2019**
PhD Thesis Title: The Effect of Social Compliance on Employee Productivity: Mediating Role of Employee Work Motivation in Ready-Made Garment Industry of Bangladesh. From Universiti Tenaga Nasional (UNITEN), Malaysia.
- **MBA in Human Resource Management, Awarded in 2001**
Result: First Class, L.N. Mishra Institute of Economic Development & Social Change, India.
- **Bachelor in Science, Awarded in 1999**
Result – Second Class, Aligarh Muslim University, Aligarh, UP, India.
- **Higher Secondary Certificate (HSC), Awarded in 1995**
Result-First Division, Science Group, Dhaka Board, M. G. Mahmudul Hasan College, Tangail
- **Secondary School Certificate (SSC), Awarded in 1993**
Result-First Division, Science Group, Dhaka Board, Bindu Bashini Govt. High School, Tangail

CURRENT JOB EXPERIENCE

- **Designation: Assistant Professor**, Department of Management, Faculty of Business Administration, University of Tabuk, Tabuk, Kingdom of Saudi Arabia
- **Date of joining:** 27th August 2022
- **Taught Courses:** Human Resource Management, Organizational Behaviour, International HRM, Management Information System, Research Method, Industrial Psychology, Strategic HRM, Principles of Management, Knowledge Management, Enterprise Resource Planning, Decision Support System, Strategic Information System, Business Intelligence, Total Quality Management, Office Automation
- **Committee Member:** AACSB and NCAAA accreditation member, and member of Assurance of Learning Committee (AoLC)
- **Programs and Study Plan Committee Member:** Serving as a member of the Programs and Study Plan Committee for the Faculty of Business Administration at the University of Tabuk, KSA.

PREVIOUS TEACHING EXPERIENCE:

TOTAL 12 YEARS

- **Lecturer (International Faculty)**, From October 2008 to June 2018; Dept. of Administrative Sciences, Najran University, Najran, Kingdom of Saudi Arabia
Taught Courses: Human Resource Management, Organizational Behaviour, International HRM, Business Communication, Compensation Management, Training and Development, Business

Research Method, Industrial Psychology, Strategic HRM, Principles of Management, HR Planning, International Business, Organizational Theory, Materials Management.

- **Lecturer**, From November 2007 to September 2008, Department of Business Administration, **Sylhet International University, Bangladesh**,
Taught Courses: Human Resource Management, Organizational Behaviour, Compensation Management, Training and Development, Labour Law, International HRM, and Strategic HRM

INDUSTRIAL EXPERIENCE

TOTAL 5 YEARS

- **Manager (Admin & Compliance)**, From December 2006 to October 2007, Rio Fashion Limited, Mirpur, Dhaka,
Job Responsibilities: All works related to admin & compliance including performance appraisal, recruitment, selection, training & developing employees, counselling, promotion, transfer, manpower planning, wages & salary revision and increment, job evaluation & placement etc. and prepare the factories for social compliance audit as per buyers' requirement. To maintain different buyers' COC standards such as Wal-Mart, K-Mart, Li & Fung, Levi's, C&A and ensuring the Bangladesh labour laws implementation to protect the workers' rights so that the organisation can pass the social compliance audit. To work for ISO 9000 and WRAP certification program and maintain their principles.
- **Manager (HR & Compliance)**, From August 2005 to June 2006, Department of Human Resource & Compliance, Apex Holdings Limited, Chandora, Gazipur, Dhaka, **Job Responsibilities:** Same as above
- **Sr. Executive (HR & Compliance)**, From August 2004 to July 2005, Department of Personnel & Compliance, Azim Group, Kalurghat, Chittagong, **Job Responsibilities:** Same as above
- **Sr. Executive (HR & Compliance)**, From February 2002 to July 2004, Department of HR & Compliance, Khalid Group, Targach, Tongi, Gazipur, Dhaka, **Job Responsibilities:** Same as above

ISI / WOS INDEXED JOURNAL PUBLICATION

(TOTAL 20)

1. Aljehani, S. B., Abdo, K. W., **Nurul Alam, M.**, & Aloufi, E. M. (2024). Big Data Analytics and Organizational Performance: Mediating Roles of Green Innovation and Knowledge Management in Telecommunications. *Sustainability*, 16(18), 7887. **WoS/SSCI (IF:3.6)**
2. Patwary, A. K., **Alam, M. M. D.**, Zainol, N. A., Ashraf, M. U., Alam, M. N., Hayat, N., & khreis, S. H. A. (2024). Unveiling the dynamics of revisit intention and word-of-mouth: an attribution theory approach to Halal-friendly hotel attributes and service encounter evaluation. *Journal of Hospitality and Tourism Insights*. **WoS/SSCI (IF:7.15)**
3. Iqbal, J., Alam, M. N., & Khan, H. (2024). Does the conflict between work and family hinder thriving? Role of depersonalization and intrinsic motivation. *International Journal of Conflict Management*, **SSCI/WoS (IF:3.1)**
4. Nawaz, S. S., Kaliyamoorthy, M., Sanjeetha, M. B. F., & **Alam, M. N.** (2023). Performance Impact of Online Learning: Pre and During Covid-19 Perspectives from Sri Lankan Government Universities. In *2023 Intelligent Computing and Control for Engineering and Business Systems (ICCEBS)* (pp. 1-11). **IEEE (IF:3.4)**.
5. Osarodion Ogiemwonyi, **Mohammad Nurul Alam**, Hammad S. Alotaibi (2023), Pathways toward environmental performance: Link between green human resource management, green innovation, and green behavior at work in manufacturing companies." **Journal of Cleaner Production**, **WoS/SCIE (IF: 11.1), SCOPUS-Q1**.
6. Osarodion Ogiemwonyi, **Mohammad Nurul Alam**, Hammad S. Alotaib (2023), Connecting green HRM practices to pro-environmental behavior through green human capital in the hospitality sector." *Business Strategy and Development*, John Wiley, Scopus-Q1 and WoS/SSCI (IF: 3.7).

7. **Mohammad Nurul Alam**, Osarodion Ogiemwonyi, Ibrahim. E. Hago, Noor Azlinna Azizan, Fariza Hashi, Md Sazzad Hossain (2023), “Understanding Consumer Environmental Ethics and the Willingness to Use Green Products”, SAGE Open, (**ISI/SSCI, IF: 2.27, Scopus-Q2**).
8. Wang Qing, Mohammad Bin Amin, Md. Abu Issa Gazi, Wahiduzzaman Khan, **Mohammad Nurul Alam**, Abdullah Al Masud (2023). Mediation of Technology Adaptation Capabilities between the Relationship of Service Quality and Satisfaction: An investigation on Young Customers towards E-Commerce in China, IEEE Access, (WoS/SCIE-Q1, **IF: 3.9**), <https://doi.org/10.1109/ACCESS.2023.3328775>
9. Kamal Hossain, **Mohammad Nurul Alam**, Ali Alsiehem (2023). “Deconstructed entrepreneurial orientation and export performance: mediating role of differentiation and cost leadership strategy from the developing country context”, International Journal of Emerging Markets, Emerald Publisher, WoS/SSCI(IF: 2.70), Scopus-Q2. <https://doi.org/10.1108/IJOEM-08-2021-1209>
10. **Mohammad Nurul Alam**, Juman Iqbal, Hammad S. Alotaibi, Nhat Tan Nguyen, Norazuwa Mat, and Ali Alsiehem (2023). Does Workplace Spirituality Foster Employee Ambidexterity? Evidence from IT Employees, Sustainability, (SSCI, IF: 3.9). <https://doi.org/10.3390/su151411190>
11. Haijun Kanga, Jamshid Ali Turib, Shahid Bashirc, **Mohammad Nurul Alam**, and Shoib Ali Shahe, “Moderating role of information system and mobile technology with learning and forgetting factors on organizational learning effectiveness”, Learning and Motivation, 2021, Volume 76, November 2021, (**ISI/SSCI, IF: 1.82, Scopus-Q2**). <https://doi.org/10.1016/j.lmot.2021.101757>
12. **Mohammad Nurul Alam** and Dr Rosima Bte. Alias, “Social Compliance Factors Affecting Employee Productivity: An Empirical Study on RMG Industry in Bangladesh” Published in Pacific Business Review International, Volume 10, Issue 8, February 2018 (**Thomson Reuters, ESCI**).
13. Jianhui Dai, Xuehui Sang,..**Muhammad Nurul Alam**, “The Influence of COVID-19 Pandemic on Physical-psychological Health, Physical Activity, and Overall well-being: The Mediating Role of Emotion Regulation” **Frontiers in Psychology**, 2021, Volume 12, (**ISI/SSCI, IF: 2.99, Scopus-Q2**), <https://doi.org/10.3389/fpsyg.2021.667461>
14. **Mohammad Nurul Alam**, Dr Mohammad Tahlil Azim, Dr Rosima Bte. Alias, “Social Compliance in Ready-Made Garment Industry in Bangladesh: Challenges for HR Personnel” J. Appl. Environ. Biol. Sci., 7(10)1-1, 2017, (**Thomson Reuters, ESCI**).
15. Osarodion Ogiemwonyi, Amran Bin Harun, **Mohammad Nurul Alam**, Asif Mahbub Karim, “Green product as a means of expressing green behaviour: A cross-cultural empirical evidence from Malaysia and Nigeria”, Published in Environmental Technology & Innovation, **Scopus-Q1**, Web of Science - Science Citation Index Expanded (SCIE), JCR - 2019, **Impact Factor = 3.356**, according to Journal Citation Reports (**JCR**) by Clarivate Analytics, 2020), Publisher: **Elsevier**. <https://doi.org/10.1016/j.eti.2020.101055>.
16. Kamal Hossain, **Mohammad Nurul Alam** Mohammad Adnan, “Impact of Entrepreneurial Orientation on Export Performance in a Developing Country: Evidence of Qualitative Study”, published in RAUSP Management Journal, **Emerald** Group Publishing Ltd, 2531-0488, **ISI (ESCI), Scopus-Q3**. DOI 10.1108/RAUSP-01-2021-0002
17. Osarodion Ogiemwonyi, Amran Harun, **Mohammad Nurul Alam**, Nawzad Majeed Hamawandy, “Analyzing Issues and Challenges among Malaysian and Nigerian Consumers on Environmentally Supportive Behaviour” Science International (Lahore), 32(1), 87-92, 2020. ISSN 1013-5316; CODEN: SINTE 8, (**Thomson Reuters, ESCI**).
18. Hidayat Ur Rehman, I., Ali Turi, J., Rosak-Szyrocka, J., Alam, M. N., & Pilař, L. (2023). The role of awareness in appraising the success of E-government systems. Cogent Business & Management, 10(1), 2186739. **WoS/ISI-Q3** (IF: 2.436), **Scopus-Q2**
19. Hossain, M. I., Teh, B. H., Tabash, M. I., **Alam, M. N.**, & San Ong, T. (2022). Paradoxes on sustainable performance in Dhaka’s enterprising community: a moderated-mediation evidence from textile manufacturing SMEs. Journal of Enterprising Communities: People and Places in the Global Economy. DOI 10.1108/JEC-08-2022-0119, **WoS/ISI (ESCI), Scopus-Q2**.

20. Algamash, F. A., Mashi, M. S., & **Alam, M. N.** (2022). Understanding the Antecedents of Use of E-Commerce and Consumers' E-Loyalty in Saudi Arabia Amid the COVID-19 Pandemic. *Sustainability*, 14(22), 14894. **ISI/WoS-Q1, Scopus-Q1**
21. Hossain, K., Che Abdullah, A. S., Mohd Balwi, M. A. W. F., Lubis, A., Azizan, **N. A., Alam, M. N.,** & Taha, A. Z. (2022). Linking entrepreneurial orientation with export performance: Mediation effects of multiple differentiation strategies. *Journal of Business & Industrial Marketing*. [DOI 10.1108/JBIM-07-2021-0326] **ISI/WoS-Q2 (IF:3.879), Scopus-Q1**
22. Hossain, K., Soon Lee, K. C., Abdul Ghani Azmi, I. B., Idris, A. B., **Alam, M. N.,** Rahman, M. A., & Mohd Ali, N. (2022). Impact of innovativeness, risk-taking, and proactiveness on export performance in a developing country: evidence of qualitative study. *RAUSP Management Journal*, 57, 165-181. Emerald, **WoS (ESCI), Scopus-Q2**
23. Ogiemwonyi, O., **Alam, M. N.,** Hago, I. E., Azizan, N. A., Hashim, F., & Hossain, M. S. (2023). Green innovation behaviour: Impact of industry 4.0 and open innovation. *Heliyon*. <https://doi.org/10.1016/j.heliyon.2023.e16524>, **WoS/ISI (IF:3.776), Scopus-Q1.**
24. Mohammad Imtiaz Hossain, Boon Heng Teh, Mosab Tabash, **Mohammad Nurul Alam,** and Tze San Ong (2023). "Paradoxes on Sustainable Performance in Dhaka's Enterprising Community: A moderated-mediation". *Journal of Enterprising Communities: People and Places in the Global Economy*, Emerald, **WoS (ESCI).**

SCOPUS INDEXED JOURNAL PUBLICATION

(TOTAL 21)

25. Md. Abu Issa Gazi, Mohammad Nurul Alam, Md. Abdul Kaium, Sukanta Biswas (2024). Impact of Corporate Social Responsibility Policy on Customers' Appetite to Buy Environmental Friendly Products before and After COVID-19. *Journal of Ecohumanism*, Volume: 3, No: 7, pp. 471 – 491, **SCOPUS-Q3.**
26. Islam, M. A., & **Alam, M. N.** (2024). Does workplace fun reduce job stress? Role of work engagement and job autonomy in the hospitality industry. *Tourism and Hospitality Research*, 14673584241286139. **SCOPUS-Q1.**
27. Jamshid Ali, Mohammad Nurul Alam, Dr. Abul Bashar Bhuiyan, Dr. Norhayah Zulkili, László Vasa (2024). Impact of Organizational Learning on Organizational Sustainable Development, *Pakistan Journal of Life and Social Sciences*, 22(1): 1159-1177, **Scopus-Q4**
28. Mashi, M. S., **Alam, M. N.,** Alatawy, K., Nguyen, N. T., Hashim, F., & Alotaibi, H. S. (2024). The effect of organisational green culture and organisational environmental ethics on green employee behaviour: the role of green innovative performance and green communication and feedback among employees of garment industry in Bangladesh. *International Journal of Environment, Workplace and Employment*, 8(1), 44-70. **Scopus-Q4**
29. Mohammad Nurul Alam, Munir Shehu MASHI, Nhat Tan Nguyen (2023). "Top Management Green Commitment and Pro-environmental Behavior: Mediating Role of Environmental Knowledge Application and Moderating Role of Green Mindfulness". *Pakistan Journal of Commerce and Social Sciences (PJCSS)*, 17(4), 729-761. **Scopus-Q2**
30. **Mohammad Nurul Alam,** Jamshid Ali Turi, Abul Bashar Bhuiyan, Sami Al Kharusi, Michael Oyenuga, Norhayah Zulkifli & Juman Iqbal (2024). "Factors influencing intention for reusing virtual reality (VR) at theme parks: the mediating role of visitors satisfaction". *Cogent Social Sciences*, VOL. 10, NO. 1, 2298898, **Scopus-Q2** and **WoS (ESCI)**, <https://doi.org/10.1080/23311886.2023.2298898>
31. Kaleem shah, Shazali Johari, and Mohammad Nurul Alam (2024). "Influence of attitudes, enabling conditions and mediating effect of motivation on residents' participation in the wetlands community of Sarawak, Malaysia". *THE MALAYSIAN FORESTER* 2024, 87 (1): 137 – 160, **SCOPUS-Q3.**

32. **Mohammad Nurul Alam**, Munir Shehu Mashi, Nhat Tan Nguyen, Hammad S. Alotaibi, and Fariza Hashim (2023). "Top Management Green Commitment and Pro-environmental Behavior: Mediating Role of Environmental Knowledge Application and Moderating Role of Green Mindfulness". *Pakistan Journal of Commerce and Social Sciences*, 2023, Vol. 17(4), 729-761, **SCOPUS-Q2**.
33. **Mohammad Nurul Alam**, Munir Shehu Mashi, Noor Azlinna Azizan, Mohammed Alotaibi & Fariza Hashim (2023). "When and How Green Human Resource Management Practices Turn to Employees' Pro-Environmental Behavior of Hotel Employees in Nigeria: The Role of Employee Green Commitment and Green Self-Efficacy." *Journal of Quality Assurance in Hospitality & Tourism*, Taylor & Francis, **SCOPUS-Q2**, <https://doi.org/10.1080/1528008X.2023.2249233>
34. **Mohammad Nurul Alam**, Osarodion Ogiemwonyi, Rashed Alshareef, Majed Alsolamy, Norazuwa Mat d, Noor Azlinna Azizan (2023). "Do social media influence altruistic and egoistic motivation and green purchase intention towards green products? An experimental investigation". *Cleaner Engineering and Technology*. <https://doi.org/10.1016/j.clet.2023.100669>, **SCOPUS-Q1**
35. **Mohammad Nurul Alam**, Hammad Saleh, Juman Iqbal (2023). "Identifying the missing link between training and development and organizational performance: A mediated moderation approach," *Asian Economic and Financial Review*, **SCOPUS (Q3)**, <https://doi.org/10.55493/5002.v13i11.4879>
36. **Mohammad Nurul Alam**, MD Mahamudul Hassan, Manimekalai Jambulingam (2021). "Necessities of Employee Productivity in Garment Industries: Challenges and effects of Harassment, Abuse and Discrimination". *International Journal of Productivity and Quality Management*, 34(2), 205-230, Inderscience and **Scopus-Q2**. <https://www.inderscienceonline.com/doi/pdf/10.1504/IJPQM.2021.118428>
37. **Mohammad Nurul Alam**, Rosima Bte. Alias, and MD Mahamudul Hassan, "Impact of Social Compliance on Employee Work Motivation: An Empirical Study, Published in *International Journal of Advanced Science and Technology*, Vol. 28, No. 11 (2019), pp. 42-50, Indexed in Elsevier and **Scopus-Q3**.
38. Osarodion Ogiemwonyi, **Mohammad Nurul Alam**, Rashed Alshareef, Majed Alsolamy, Noor Azlinna Azizan e, Norazuwa Mat (2023). "Environmental factors affecting green purchase behaviors of the consumers: Mediating role of environmental attitude". *Cleaner Environmental Systems*, **SCOPUS-Q1**, <https://doi.org/10.1016/j.cesys.2023.100130>
39. Osarodion Ogiemwonyi, Amran Bin Harun, **Mohammad Nurul Alam**, Bestoon Abdulmaged Othman, "Do We Care about Going Green? Measuring the Effect of Green Environmental Awareness, Green Product Value and Environmental Attitude on Green Culture. An Insight from Nigeria". *Environmental and Climate Technologies*, 2020, vol. 24, no. 1, pp. 254–274, <https://doi.org/10.2478/rtuect-2020-0015>, (**Scopus - Q1**).
40. MD Mahmudul Hassan, Manimekalai Jambulingam, **Mohammad Nurul Alam** and MD Shamirul Islam (2022). "Servant Leadership of the Retention of Millennial Employees in Private Sectors: Mediating Role of Job Satisfaction", *International Journal of Business Excellence*, Inderscience, **Scopus-Q2**, DOI: 10.1504/IJBEX.2019.10028928, <https://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijbex>
41. MD Mahamudul Hassan, Manimekalai Jambulingam, and **Mohammad Nurul Alam**, "Soft HRM and Work Environment for Elevating Job Satisfaction of Employees: Redefining the Validated Model of Private Sectors for Generation Y". *International Journal of Process Management and Benchmarking*, **Elsevier**, **Scopus-Q2**, DOI:10.1504/IJPMB.2020.10033522.
42. Deli Yuan, Md. Abu Issa Gazi, Guangrui Liu, Xiaolin Chen, **Mohammad Nurul Alam** (2023). The impacts of characteristics of hometown connectedness between auditors and executives on audit quality: evidence from china, *ACCOUNTING & FINANCE REVIEW*, <https://doi.org/10.46281/ijaf.v14i2.1072>

43. Kaleem Shah, Shazali Johari, Manohar Mariapan, **Mohammad Nurul Alam**, Diana Emang, Zamri Rosli and Muhammad Kohdi, “Influence of Intrinsic, Extrinsic and Apathetic Motivation on Local Community Intentions to Participate in Ecotourism Development at Kuching Wetlands National Park, Sarawak, Malaysia” *Malaysian Forester* 2021, 84 (2): 215 – 232, **Scopus-Q3**.
44. Zulfat Abdullah Hussain Al-Busaidi, Rosima Binte Alias, and **Mohammad Nurul Alam**, “The Influence of Human Resource Management Practices on Employee Performance at Private Companies in Oman: Moderating Role of Organizational Politics” *Review of International Geographical Education*, 11(12), SPRING, 2021, **Scopus-Q3**.
45. MD Mahamudul Hassan, Manimekalai Jambulingam, **Mohammad Nurul Alam**, MD Shamirul Islam, “Redesigning the Retention Strategy Against the Emerging Turnover of Generation Y: Revisiting the Long-standing Problems from 20th to 21st century”, *International Journal of Entrepreneurship*, Volume 23, Issue 2, 2019, **Scopus-Q3**.
46. MD Mahamudul Hassan, Sabrina Nusrat Islam, **Mohammad Nurul Alam**, Manimekalai Jambulingam “Formulating and Redesigning Retention Policies for Millennial at Manufacturing Industries in Bangladesh”, Published in *International Journal of Business and Globalization*, Inderscience, **Scopus-Q3**.
<https://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=ijbg>
47. Osarodion Ogiemwonyi, Amran Bin Harun, **Mohammad Nurul Alam**, “Examining the Impact of Service Quality Dimensions on Customer Loyalty towards Hypermarket Retailing: A Case Study of Malaysia”, *International Journal of Psychological Rehabilitation*, Volume 24, Issue 4, April, 2020, **Scopus-Q4**, DOI: 10.37200/IJPR/V24I4/PR2020737.
48. Md Asadul Islam, Amer Hamzah Jantan, **Mohammad Nurul Alam**, “Impact of Empowerment, Flexibility and Trust on Women’s Access to Senior Positions in RMG Industry of Bangladesh”. *International Journal of Entrepreneurship*, Volume 22, Issue 3, 2018, **Scopus-Q4**.
49. Ismail AlAbri, Rusinah bte Siron, **Mohammad Nurul Alam**, “Human Resource Management (HRM) Practices and Employees’ Adaptive Performance: The Moderating Role of Transformational Leadership” *Webology*, Volume 19, Issue 2, 2022, **Scopus-Q3**.
50. **Mohammad Nurul Alam**, Bahar, A. M., Jambulingam, M., & Hassan, M. M. (2021). Necessities of employee productivity in garment industries: challenges and effects of harassment, abuse and discrimination. *International Journal of Productivity and Quality Management*, 34(2), 205-230. **Scopus-Q3**
51. Hubais, A. S. A., Kadir, M. R. A., Bilal, Z. O., & **Mohammad Nurul Alam** (2023). The Impact of Auditor Integrity to Audit Quality: an Exploratory Studies from the Middle East. *International Journal of Professional Business Review*, 8(1), e01254-e01254., **Scopus-Q4**.

ABDC INDEXED JOURNAL PUBLICATION

(TOTAL 2)

52. **Mohammad Nurul Alam**, MD Mahamudul Hassan, Dorothea, and Reaz, “The Effects of Wages and Welfare Facilities on Employee Productivity: Mediating Role of Employee Work Motivation”. *Australasian Accounting, Business and Finance Journal*, 14(4), 38-60. **University of Wollongong, (ABDC) in B category, SCOPUS-Q2**, ESCI, and CABS’s (the Chartered Association of Business Schools), doi:10.14453/aabfj.v14i4.4.
53. Md Mahamudul Hassan, **Mohammad Nurul Alam**, Manimekalai Jambulingam, Nadine Campbell, Dorothea Bowyer, Md Reaz, “Human Resource Management in Health Care Industries for Generation Y: Challenges of 21st Century” *Australasian Accounting, Business and Finance Journal*. 16(1), 2022, 21-40.doi:10.14453/aabfj.v16i1.3

ERA INDEXED JOURNAL PUBLICATION

(TOTAL 1)

54. **Mohammad Nurul Alam**, Nadine Campbell, Subrata Das, Fariza Hashim, Imdadullah Hidayat ur Rehman, Juman Iqbal, “Green Training and Development Revolutionizing Organizational Performance: The Moderating Role of Green Employee Involvement in the Bangladeshi

CONFERENCE PAPER PRESENTATION & PUBLICATION:

(TOTAL 4)

55. Samsudeen Sabraz Nawaz, Maran Kaliyamoorthy, Mohamed Buhary Fathima Sanjeetha, **Mohammad Nurul Alam**, "Performance Impact of Online Learning: Pre and During Covid-19 Perspectives from Sri Lankan Government Universities." 2023 Intelligent Computing and Control for Engineering and Business Systems (ICCEBS), **IEEE Conference at Chennai, India, 2023**, pp. 1-11, doi: 10.1109/ICCEBS58601.2023.10449248.
56. MD Mahamudul Hassan; Manimekalai Jambulingam; **Mohammad Nurul Alam**, "Necessities of Combating Dissatisfactions at Workplaces for The Retention of Job-Hopping Generation Y Employees". The Business & Management Review, 10(3), 369-378, **Oxford University, UK**.
57. **Mohammad Nurul Alam**, Das, S., Baksi, A. K., Pal, S., & Bhul, M. (2022). "Role of Soft-HRM and Green HRM Practices in between Job from Home and Job Performance during the C-19 Lockdown Crisis: Moderating Role of Servant Leadership and Employee Value Proposition". India
58. Rosima Bte. Alias, **Mohammad Nurul Alam**, and Suhaila Shawal, "Transforming Research Institute into Innovative and Profitable Company – Identify the Enablers by Using Ordinal Logistic Regression Model" 2nd International Conference on Innovative & Advanced Multidisciplinary Research (ICIAMR 2019) at **Nanyang Technological University, Singapore**.

EDITORIAL BOARD MEMBER AND REVIEWER

1. Working as Guest Editor of Journal of Infrastructure, Policy, and Development. This journal, which is indexed in Web of Science (IF: 0.7) and Scopus (Q2).
Link: <https://systems.enpress-publisher.com/si.php?jid=1&page=1>
2. Working as a Reviewer for the Journal of "Evidence-based HRM: a global forum for empirical scholarship. Link: <https://www.emeraldgrouppublishing.com/journal/ebhrm>
3. Working as a Reviewer for the Journal of "South Asian Journal of Business Studies."
Link: <https://www.emeraldgrouppublishing.com/journal/sajbs>

WORKSHOP / WEBINAR CONDUCTED

TOTAL 43 WORKSHOPS

1. Three days courses on SPSS for the post graduate (PhD/Master) students at Universiti Tenaga Nasional (UNITEN), Malaysia, dated 22nd, 23rd and 24th March, 2022 through Microsoft-team arranged by the management of UNITEN.
2. Two Days International Webinar at Google Meet on "**Partial Least Square SEM using Smart-PLS**" dated 12-13 March 2022 arranged by Institute of Research & Skills Development (IORS D).
3. A day-long Webinar at Zoom Meeting on "**Research Methodology for Social Sciences**", dated 3rd March 2022 arranged by Be Researcher BD.
4. A day-long Webinar at Zoom Meeting on "**A to Z Research Solutions**", dated 18th February 2022 arranged by Thriving Skills.
5. A day-long Webinar at Google Meet on "**Research Design, Underpinning Theories, Research Framework, Mediating & Moderating Variables and Strategies to Publish High Impact Journals**", dated 19th December 2021 arranged by Institute of Research & Skills Development (IORS D).
6. A day-long online training at Google Meet on "**SPSS**", dated 10, 2021 arranged by Thriving skills limited.
7. Two Days International Webinar at Google Meet on "**Partial Least Square SEM using Smart-PLS**" November 22-23, 2021 arranged by Institute of Research & Skills Development (IORS D).
8. Two Days International Webinar at Google Meet on "**Structural Equation Modeling using AMOS**", dated August 28-29, 2021 arranged by Institute of Research & Skills Development (IORS D).

9. A day-long Webinar at Google Meet on “**Step by Step Thesis & Proposal Writings**”, dated 22nd August 2021.
10. A day-long webinar on "**A to Z Research Solutions**" dated July 17, 2021 at Google Meet arranged by Institute of Research & Skills Development (IORSD).
11. A day-long Webinar at Google Meet on “**Research Design, Underpinning Theories, Research Framework, Mediating & Moderating Variables and Strategies to Publish High Impact Journals**”, dated 3rd July 2021.
12. A day-long online training at Google Meet on “**SPSS**”, dated 19th June 2021 arranged by Academy for Research Skills Development (AFRSD).
13. Two Days International Webinar Workshop at Google Meet on “**Partial Least Square SEM uses Smart-PLS**” dated 5-6 June 2021 arranged by Academy for Research Skills Development (AFRSD).
14. Two Days International Workshop at Google Meet on “**Structural Equation Modeling using AMOS**”, dated May 22-23, 2021 arranged by Academy for Research Skills Development (AFRSD).
15. Two Days International Workshop at Google Meet on “**Structural Equation Modeling using AMOS**”, dated January 30-31, 2021 arranged by Academy for Research Skills Development (AFRSD).
16. A day-long online training at Google Meet on “**SPSS**”, dated 23rd January 2021 arranged by Academy for Research Skills Development (AFRSD).
17. A day-long Webinar at Google Meet on “**Step by Step Thesis & Proposal Writings**”, dated 16th January 2021.
18. Two Days International Webinar Workshop at Google Meet on “**Partial Least Square SEM using Smart-PLS**” dated 7th & 8th November 2020 arranged by Academy for Research Skills Development (AFRSD).
19. Two days Webinar Workshop at Google Meet on “**A to Z Research Learning and Research Methodology**”, dated November 2 & 3, 2020 arranged by Centre for Advance Social Research.
20. A day-long Webinar at Google Meet on “**Research Design, Research Framework, Underpinning Theories of Research and Mediating & Moderating Variables**”, dated 17th October 2020.
21. Two Days International Webinar Workshop at Google Meet on “**Partial Least Square SEM using Smart-PLS**” dated 11th and 12th October, 2020 arranged by Thriving skills limited.
22. A day-long online training at Google Meet on “**SPSS**”, dated 4th October 2020 arranged by Thriving skills limited.
23. Two Days International Webinar Workshop at Google Meet on “**Structural Equation Modeling using AMOS**”, dated 27th and 28th September, 2020 arranged by Thriving skills limited.
24. Two Days International Webinar Workshop at CISCO Webex Meetings on “**Structural Equation Modeling using AMOS**”, dated 26th and 27th September, 2020.
25. A day-long Webinar at CISCO Webex Meetings on “**A to Z Research Solutions**”, dated 25th July 2020.
26. Two Days International Webinar Workshop at CISCO Webex Meetings on “**Partial Least Square SEM using Smart-PLS**” dated 29th and 30th June, 2020.
27. Two Days Live Webinar Workshop at Cisco Webex Meetings on “**Partial Least Square SEM using Smart-PLS**” June 29 & 30, 2020.
28. A day-long Webinar at CISCO Webex Meetings on “**Step by Step Thesis & Proposal Writings**”, dated 15th June 2020.
29. Two days’ workshop on “**Structural Equation Modeling Using AMOS**” dated 10th & 11th February at Jesmiza Solutions Bhd Ltd. (operational excellence academy), OUG Parklane, Block D2-1-13, Puchong, 58200, Kuala Lumpur.
30. Workshop on “**Partial Least Square SEM using Smart-PLS**” dated 9th February 2020 at Seminar Room, Block– A, Universiti Putra Malaysia (UPM), Malaysia.

31. Workshop on **“Step by Step Thesis Writing”** dated 8th February 2020 at Seminar Room, Block – A, Universiti Putra Malaysia (UPM), Malaysia.
32. Two days’ workshop on **“Partial Least Square SEM using Smart-PLS”** dated 28th & 29th January 2020 at Room # 15A, 4th Floor, Admin Building, University Tenaga Nasional (UNITEN), Malaysia.
33. Day-Long Seminar on **“Underpinning Theories in Research, Research Framework and Mediation/Moderation”** dated 23rd January 2020 at Room # 15A, 4th Floor, Admin Building, University Tenaga Nasional (UNITEN), Malaysia.
34. Two days’ workshop on **“Structural Equation Modeling using AMOS”** dated 20th & 21st January 2020 at Room # 15A, 4th Floor, Admin Building, University Tenaga Nasional (UNITEN), Malaysia.
35. Workshop conducted on **“SPSS”** dated 16th January 2020 at Room # 15A, 4th Floor, Admin Building, University Tenaga Nasional (UNITEN), Malaysia.
36. Day-Long Seminar on **“A to Z Research Solution”** dated 13th January.2020 at Room # 15A, 4th Floor, Admin Building, University Tenaga Nasional (UNITEN), Malaysia.
37. Seminar on **Research Methodology and Data Analysis** for the visiting students from Universitas Indo Global Mandiri (UIGM), Indonesia dated 9th January 2020 at Seminar Room, 4th Floor, Admin Building, University Tenaga Nasional (UNITEN), Malaysia.
38. Workshop conducted on **“Advance Partial Least Square- SEM using Smart-PLS 3.0”** at Education Faculty, University Putra Malaysia, and Date: 20th October 2019.
39. Workshop conducted on **“A to Z Research Talk”** at UPM, Malaysia, Date: 19th October 2019.
40. Conducted two days’ workshop on **“Structural Equation Modelling using AMOS”** at Universitas Indo Global Mandiri, Palembang, Indonesia, Date: 05 & 06 September, 2019.
41. Two days’ workshop conducted on **“Structural Equation Modelling using AMOS”** at Faculty of Education at University Putra Malaysia, Date: 20 & 21 April 2019.
42. Two days’ workshop on **“Structural Equation Modeling using Smart-PLS”** at Beta Consultancy, South City, Malaysia, Date: 26 & 27 January, 2019.
43. Two days’ workshop conducted on **“Structural Equation Modeling using AMOS”** at Beta Consultancy, South City, Malaysia, Date: 25 & 26 December, 2018.

PROFESSIONAL DEVELOPMENT

TOTAL 11 COURSES

1. “How to Write A Book” Seminar conducted by Professor Zhaidi, UiTM at Universiti Tenaga Nasional, Date: 20/02/2020
2. **“Big Data Analytics using Rapid Minor”** Training Conducted by Professor Sulfeeza at Universitas Global Mandiri, Palembang, Indonesia.
3. **“Quantitative Data Analysis with SPSS”** Workshop conducted by Professor Dr Chua Yan Piau at Research Management Center (RMC), University Malaya, Date: 16-17 August 2017.
4. **“Structural Equation Modelling (SEM) Using AMOS”** Workshop conducted by Professor Dr Bahamas at Institute for Social Science Studies, Universiti Putra Malaysia, Date: 8-9 August 2017.
5. **“Smart-PLS Workshop”** Workshop conducted by Dr Jacky Chaya, Universiti Tenaga Nasional, Date: 11-12 December 2018.
6. Workshop on **“Introduction to Springer Nature’s Scholarly Communication Tools”**, Conducted by Hazman Aziz at Universiti Tenaga Nasional (BC-0-019), Date: 10.07.2017.
7. **John Wiley online library Database Workshop**, Conducted by Hazman Aziz at Universiti Tenaga Nasional (BC-0-019), Date: 10.07.2017.
8. **Vendor’s Compliance Workshop**, Conducted by Philip-Van-Hausen (PVH) at Bakul Room, Hotel Sheraton, Dhaka, Date: 14.10.2004.
9. **“A partnership approach to improving labour standards and working conditions in the Bangladesh Garment Industries”**. Training conducted by ILO & BGMEA jointly at BETS Centre, Dhanmondi, Dhaka. Date: 4th July to 7th July 2004.

10. Workshop on “ISO 14000 & OHSAS 18000: HSE Management” Conducted by Md. Golam Kibria & Khan Sharif Raihan at Baitul Aman, Satmasjid Road, Dhanmondi, Dhaka, Date:16.02.2007.
11. **Advance Certificate in Personal Computer Application**, Duration- One Year. Result- Good, National Institute of Information Technology (NIIT), India.

PERSONAL INFORMATION

- **Permanent Address:** House # 114/1, Sayed Mridha Road, Road # 03, South Dattapara (Islampur), Tongi, Gazipur, Dhaka, Bangladesh
- **Passport # EE0407889, Date of Issue # 13.11.2019, Date of Expiry # 12.11.2024**
Nationality: Bangladeshi by birth, Date of Birth: 7th December, 1977, Mother’s Name: Rowshonara Begum, Height: 163 cm, Religion: Islam, Sex: Male, Marital Status: Married & have a cute son & a daughter, Hobby: Traveling, Playing Cricket, Reading, Talking with Stranger.
- **Special Interest / Expertise:** World history, Islamic history, Geo-Politics, independent views on world’s upcoming events, and knowledge of the last hours (Islamic Eschatology).
- **Language Skills:** Excellent commands on English, Hindi, Urdu, Arabic, and Malay languages
- **Research Interest:** Performance Management, Employee Productivity, Employee Motivation, Employee Value Proposition, Organisational Behaviour, Social Compliance, HRM, Strategic HRM, Soft-HRM, Gen-Y Turnover, Green HRM.

GOOGLE SCHOLAR CITATIONS

TOTAL CITATIONS: 1034



Dr. Mohammad Nurul Alam

FOLLOWING

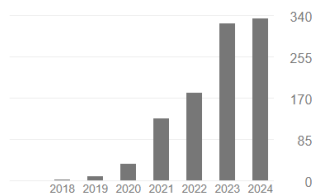
Faculty of Business Administration, [University of Tabuk](#)
Verified email at ut.edu.sa - [Homepage](#)

Social Compliance Green HRM Soft-HRM Employee Productivity Gen-Y Retention

Cited by

	All	Since 2019
Citations	1034	1022
h-index	18	18
i10-index	29	29

TITLE	CITED BY	YEAR
<input type="checkbox"/> The Effects of Wages and Welfare Facilities on Employee Productivity: Mediating Role of Employee Work Motivation Q2 B <small>MR MN Alam, Md Mahmudul Hassan, Dorothea Bowyer Australasian Accounting, Business and Finance Journal 14 (4), 38-60</small>	105	2020
<input type="checkbox"/> REDESIGNING THE RETENTION STRATEGY AGAINST THE EMERGING TURNOVER OF GENERATION Y: REVISITING THE LONG-STANDING PROBLEMS FROM 20TH TO 21ST CENTURY NA	102	2019



SOCIAL MEDIA CONTACT

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Google Scholar ID: <https://scholar.google.com/citations?user=Bu0Ys3oAAAAJ&hl=en>

Publons: <https://publons.com/researcher/1759002/mohammad-nurul-alam>

Web of Science Researcher ID: <https://www.webofscience.com/wos/author/record/F-6185-2017>

Scopus ID: <https://www.scopus.com/authid/detail.uri?authorId=57210293011>

REFERENCES

4 REFERENCES

1. **Dr. Majed Alsolamy**, Dean, Faculty of Business Administration, University of Tabuk, Kingdom of Saudi Arabia, Mobile # +966561369005, Email: malsolamy@ut.edu.sa
2. **Dr. Nadine Campbell**, Associate Professor, Western Sydney University, Australia, Mobile # +61411663617, Email: N.Campbell@westernsydney.edu.au

3. **Dr Rizuan**, PhD Program Co-ordinator, College of Graduate Studies, Universiti Tenaga Nasional (UNITEN), Malaysia, Mobile # +60179396422, Email: mrizuan@uniten.edu.my
4. **Professor Dr Nowshad Amin**, Institute of Sustainable Energy, Universiti Tenaga Nasional (UNITEN), Malaysia, Mobile # +60193296750, Email: nowshad@uniten.edu.my



**Short Bio of
Mohammad Nurul Alam, Ph.D.**

Dr. Alam is a highly accomplished academic, researcher, trainer, and data analyst with extensive experience in Outcome Based Education (OBE). He is currently an assistant professor at the University of Tabuk in Saudi Arabia, where he brings his expertise in research methodology and data analysis to his teaching and research activities. Prior to this, he served as a research director at the Institute of Research & Skills Development (IORS D). With 13 years of experience as a lecturer at Najran University, Saudi Arabia, and Sylhet International University, Bangladesh, Dr. Alam has a wealth of experience in teaching. He also has a strong background in industry, having started his career as an HR, Admin & Compliance manager in various MNC and domestic RMGs and textile industries. Dr. Alam holds a PhD in HRM from the University Tenaga Nasional, Malaysia, an MBA in HRM from Magadh University, India, and a bachelor's degree from the prestigious Aligarh Muslim University (AMU), India. He is an expert in research methodology and data analysis and has conducted numerous training programs at various universities and corporate houses in Malaysia, Indonesia, Saudi Arabia, and Bangladesh. He has also conducted webinars on a variety of topics related to research, including Step-by-Step Thesis Writing, A to Z Research Solutions, Research Methodology, SEM using AMOS, Smart-PLS, and SPSS. Dr. Alam is an accomplished researcher with publications in reputable journals such as WoS, ABDC, Scopus, and international conference proceedings, including those from Oxford University, UK, and Nanyang Technological University, Singapore. He has provided consultancy and data analysis services for more than 250 research projects using Smart-PLS, AMOS, and SPSS. His research interests include employee productivity, social compliance, gen-Y retention, green university initiative, green HRM, leadership, and soft HRM. Beyond his professional pursuits, Dr. Alam has additional interests in world history, Islamic history, comparative religion, upcoming events of the world, and Islamic eschatology.