

Curriculum Vitae

SHAHEEN AHMED, PhD

Professor in Management

I am open-minded, innovative, adapting, patient and supportive in my professional and personal life and loves to make significant improvement throughout my work. I am dedicated to academic and administrative activities and enthusiastic to perform individually or as a team leader or even as a team member whatever the situation demand. I believe I have the ability to take challenges and cope me up with any work environment.

I am responsible in looking after the academic program as a Coordinator and take care of the different study centers by providing academic as well as administrative supports. I am dedicated distance learning specialist and providing spontaneous services for the last 21 years. I have published numerous research papers in national and international journals.

I enthusiastically support the institution as a member of academic council, school committee and journal committee. Additionally, I never mind to grasp the opportunity to work as an environmental activist and social worker.

I am driven by achievement motivation and assess my performance by outcomes. I am proud of with my sincerity, honesty, and utmost good faith in carrying out duties. The thing I do not know is how to pass a leisure time.

At present, I am serving for the School of Business of Bangladesh Open University as a Professor of Management.



Shaheen Ahmed, PhD

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Job Place: School of Business,
Bangladesh Open university.

Date of Birth: 02 January, 1975

Nationality: Bangladeshi.

Job Responsibilities

Academic Responsibilities:

- Preparation and updating of course curriculum.
- Conduct classroom lectures on different courses.
- Student counselling at different levels.
- Supervision of MPhil and PhD students.
- Evaluation of MPhil and PhD dissertation.
- Supervision of research work of MBA students.
- Evaluation of research report of MBA students.
- Preparation of study materials for the BBA and MBA students.
- Providence of training as a Resource Person on outcome-based learning of BBA program.
- Preparation academic scripts and present them in electronic media such as television and radio.

Administrative Responsibilities:

- BBA Program Coordinator, School of Business, Bangladesh Open University.
- Member of Academic Council, Bangladesh Open University.
- Member of School Committee (academic planning committee), School of Business, Bangladesh Open University.
- Chairman of Examination Committee, School of Business, Bangladesh Open University.
- Chair of Curriculum Committee, PGDM (Post-Graduate Diploma in Management) program, School of Business, Bangladesh Open University.
- Member of Curriculum Committee, BBA and MBA program, School of Business, Bangladesh Open University.
- Editorial Board Member, BOU Journal of Business Studies, Bangladesh Open University.
- Preparation of Students Handbook, BBA program, School of Business, Bangladesh Open University.
- External panel member of PhD Dissertation Evaluation Committee, Bangladesh University of Professionals (BUP).
- Member of Media Program Coordination Committee, School of Business, Bangladesh Open University.
- Member of ICT and e-Learning Unit, Bangladesh Open University.
- Former MBA Program Coordinator, Dhaka Study Center, Bangladesh Open University.

Education

PhD in Management, Year 2018

Universiti Utara Malaysia
Sintok, Malaysia.

Topic: *Employee Engagement as a Mediator on HRM Practices and Employee Performance Relationship of Ready-Made Garment Industry in Bangladesh.*

Master of Commerce, Year 1996

University of Dhaka
Dhaka, Bangladesh.

Bachelor of Commerce (Honors), Year 1995

University of Dhaka
Dhaka, Bangladesh.

Experiences

Professor (Management)

From 12 April 2023 to till date
School of Business, Bangladesh Open University, Bangladesh.

Associate Professor (Management)

From 18 May 2018 to 11 April 2023
School of Business, Bangladesh Open University, Bangladesh.

Assistant Professor (Management)

From 15 January 2007 – 17 May 2018
School of Business, Bangladesh Open University, Bangladesh.

Lecturer (Management)

From 18 January 2004 to 14 January 2007

School of Business, Bangladesh Open University, Bangladesh.

Computer Literacy & Technology Usages

- MS-Word
- MS-Excel
- MS-PowerPoint
- Zoom Platform
- Google Classroom
- E-Learning Platform (developed by Bangladesh Open University)

Languages

English / Intermediate (B2) / IELTS band score 6.0

Bengali / Native speaker

Arabic / Recitation only

Supervision of MPhil / PhD Students

1. Samiron Shadhu (PhD student). **Topic: Influence of TQM Practices on Operational Performance through Organizational Culture of Pharmaceutical Industry in Bangladesh.**

2. Md. Abdul Hafiz (MPhil student). **Topic: Influence of Training Design on the Performance of Employees' in the Banking Sector of Bangladesh.**

Dissertation Evaluation / Research Supervision

1. PhD Thesis / Dissertation evaluation (Universities in Bangladesh)
2. Supervise around 15 students each year of MBA program of Bangladesh Open University.

Publications (Research Papers)

Research Papers (International Journals):

1. **Entrepreneurship Development in Small-Scale Enterprises of the Rural Areas in Bangladesh: A Case Study on Some Areas of Chittagong and Rajshahi.** The Social Sciences. Volume 1, Number 1, 2006. Medwell Online 2006; Pakistan.
2. **Labor Unrest in the Ready-made Garment Industry of Bangladesh.** International Journal of Business and Management. Volume 8, Number 15, August 2013, ISSN: 1833-3850 (Print), ISSN: 1833-8119 (Online), Canadian Centre of Science and Education, Canada.
3. **Socioeconomic Factors and the Labor Unrest in Ready-Made Garment Industry of Bangladesh.** Journal of Education Research and Behavioral Sciences. Volume 3, Number 2, February 2014, ISSN: 2315-8735, Apex Journal International, Nigeria.
4. **Health Status of the Female Workers in the Garment Sector of Bangladesh.** Journal of the Faculty of Economics and Administrative Sciences. Volume 4, Issue 1, Spring 2014, ISSN: 1308-5549, Cankiri Karatekin University, Turkey.
5. **Physical and Mental Health of the Workers in the Readymade Garment industry of Bangladesh.** Pearl Journal of Management, Social

science and Humanities. Volume 1, Number 1, April 2015, ISSN: 2449-1829, Pearl Research Journal, Nigeria.

6. **HRM Practices-Engagement-Performance Relationships: A Conceptual Framework for RMG Sector in Developing Economy.** Mediterranean Journal of Social Sciences, Volume 4, Issue 7, July 2016 issue, ISSN: 2039-9340 (print), ISSN: 2039-2117 (online), Italy.
7. **Impact of Transformational Leadership on Psychological Empowerment and Job Satisfaction Relationship: A Case of Yemeni Banking.** Binus Business Review, Volume 7, Number 2, August 2016 issue, ISSN: 2087-1228 (print), ISSN: 2476-9050 (online), Binus University, Indonesia.
8. **Employee Engagement on Employee Relations with Supervisor and Employee Performance Relationship in Developing Economy: Critical Analysis with PLS-SEM.** Saudi Journal of Business and Management Studies, Volume 2, Issue 4A, April 2017, ISSN: 2415-6663 (print), ISSN: 2415-6671 (online), United Arab Emirates.
9. **Influence of Employee Engagement on Employee Promotion Opportunity and Performance Relationship in Developing Context: Critical Evaluation with PLS-SEM Analysis Technique.** Transylvanian Review, Volume XXV, Number 17, May 2017, ISSN: 1221-1249 (indexed with Thomson ISI, SCOPUS and others), Romania.
10. **Employee Job Security and Performance Relationship in Developing Economy through Employee Engagement: A Critical Analysis with PLS-SEM.** International Journal of Economic Research, Volume 14, Number 19, November 2017, ISSN: 0972-9380 (indexed with SCOPUS and others), India.
11. **The Interaction Effect of Entrepreneurial Orientation on the Relationship between Innovation and SME Performance.** International Journal of Economic Research, Volume 14, Number 19, November 2017, ISSN: 0972-9380 (indexed with SCOPUS and others), India.
12. **Influence of Human Resource Management Practices on Employee Engagement in Developing Economy.** Journal of Business Studies, Volume 5, Number 1, December 2018, University of Jaffna, Sri Lanka.
13. **Human Resource management Practices as an Antecedent of Employee Performance.** Business, Management and Economic research, Volume 6, Issue 10, October 2020, ISSN: 2412-1770, ISSN(p): 2413-855X, Germany.

Research Papers (National Journals):

14. **Conflict at Workplace: Types, Causes and Impact in the Private Organizations of Bangladesh.** Journal of Business Studies. Volume 1, Number 2, December 2003. ISSN: 1811-1556, Bangladesh Open University, Bangladesh.
15. **Hindrances of Export Promotion with India: The Bangladesh Perspective.** Journal of Business Studies. Volume 2, Number 1, June 2004, ISSN: 1811-1556, Bangladesh Open University, Bangladesh.

16. **Analysis of Financial Structure for the Measurement of the Performance of Some Selected Insurance Companies of Bangladesh.** Journal of Business Studies. Volume 2, Number 2, December 2004, ISSN: 1811-1556, Bangladesh Open University, Bangladesh.
17. **Tourism in Bangladesh: Present Status, Problems and Prospects.** Journal of Business Studies. Volume 1, Number 2, December 2005, ISSN: 1815-3267, Southeast University, Bangladesh.
18. **Recruitment and Selection Practices of Pharmaceuticals Industries of Bangladesh: A Case of Square Pharmaceuticals Ltd.** A Journal of Business Administration Discipline. Volume 4, Number 1 & 2, July – December 2004, ISSN: 1811-3788, Khulna University, Bangladesh.
19. **Job Satisfaction of Bankers and its Impact in Banking: A Case Study of Janata Bank.** ASA University Review. Volume 6, Number 2, (11th Issue), July – December 2012, ISSN: 1997-6925. ASA University Bangladesh.
20. **An Empirical Study on Dispute Resolution Method (DRM): Special Emphasis on Alternative Dispute Resolution (ADR).** Journal of Economics and Development Studies, Volume 2, Number 1, October 2013, ISSN: 2304-4160, Institute for Productivity Improvement and Quality management, Bangladesh.
21. **Evaluation of Male and Female Leadership Traits from Different Perspectives: A Comparative Analysis.** Jagannath University Journal of Business Studies (JnUJBS), Volume 2, Number 1 & 2, 2012, Jagannath University, Bangladesh.
22. **Human Resource Management Practices as an Antecedent of Employee Engagement: A Case of a Developing Nation.** International Journal of Bangladesh Society for Human Resource Management, Volume 1, Number 2, September 2017, Bangladesh.
23. **Relationship between Fairness, Happiness and Relationship Commitment: A Proposed Conceptual Framework.** Jagannath University Journal of Business Studies, Volume 7, Number 1 & 2, June 2019, Bangladesh.
24. **Influence of Compensation and Employee Relations on Employee performance in the Context of Developing Countries.** Bangladesh Open University Journal of Business Studies, Volume 5, Number 1, June 2019, Bangladesh.
25. **Factors affecting technical efficiency of commercial banks in Bangladesh: An application of stochastic frontier approach (SFA).** Bangladesh Open University Journal of Business Studies, Volume 6, Number 1, June 2020, Bangladesh.
26. **Financial Performance of Fuel and Power Industry of an Emerging Capital Market of Bangladesh: An Analysis of some Firms Listed with Dhaka Stock Exchange.** Bangladesh Open University Journal of Business Studies, Volume 6, Number 2, 2021, Bangladesh.

Submitted for Publication:

27. **Role of Employee Engagement on HRM Practices and Performance Relationship: Assessment through PLS-SEM Path Model.** Bangladesh Journal of Integrated Thoughts.
28. **Evaluation of Human Resource Management Practices as an Antecedent of Employee Performance.** Journal of Business Studies, 7(2).

Areas of Research Interest

- Human Resource Management
- Micro and Macro level Economy
- Green HRM
- Industrial psychology
- Online Education

Publications (Study Materials)

Book Writing / Compiled:

- ***Introduction to Business*** (The medium of language is English). For the BBA students of Bangladesh Open University.
- ***Business Law*** (The medium of language is English). For the BBA students of Bangladesh Open University.

Book Editing:

- ***Principles of Management*** (The medium of language is English). For the MBA program of Bangladesh Open University.
- ***Business Communication*** (The medium of language is Bengali). For the MBA program of Bangladesh Open University.
- ***Organizational Behavior*** (The medium of language is English). For the MBA program of Bangladesh Open University.

Training, Workshops and Conferences

- **“Banking Operations”** conducted by Islami Bank Training and Research Academy. Duration 25th August to 8th September, 1998.
- **“Capacity building for Open and Distance Learning Materials”** conducted by Bangladesh Open University. Duration 12th to 19th March, 2006.
- **“Production of Quality Mixed Media Courseware for ODL”** under the auspices of the BOU, UNESCO & CEMCA. Duration 2nd to 6th March, 2008
- **“Tutor Training Workshop”** conducted by Bangladesh Open University in the collaboration with Commonwealth of Learning (COL), Canada. Duration 22nd to 24th February, 2011.
- **“Inspiring the Future Minds”** conducted by the Father of Marketing Professor Philip Kotler organized by Bangladesh Brand Forum on 8th June, 2011.

- “**Creative Methodology of Teaching and Learning**” organized by Bangladesh Open University at Gazipur, Bangladesh. Duration 8th to 10th January, 2012.
- “**4th GBMF International Conference 2012**” as a presenter organized in collaboration with Dr. Gaur Hari Singhania Institute of Management & Research, Kanpur, India. Duration 16th to 17th December, 2012.
- “**Structural Equation Modeling**” organized by Othman Yeop Abdullah Graduate School of Business, University Utara Malaysia, Malaysia. Held on 18th February, 2016.
- “**A 90 Minutes PhD Workshop**” organized by School of Economics Finance and Banking, University Utara Malaysia, Malaysia. Hold on 11th May, 2016.
- “**The 5th Symposium on Business Postgraduate Research**” as a presenter organized by School of Business Management, University Utara Malaysia, Malaysia. Hold on 17th May, 2016.
- “**Mastering Excel with Excellence**” organized by School of Technology Management and Logistics (STML), University Utara Malaysia, Malaysia. Hold on 18th April, 2017.
- “**The 4th Conference on Business Management (CBM) 2017**” as a presenter organized by School of Business Management (SBM), University Utara Malaysia, Malaysia. Hold on 29th and 30th October, 2017.

Courses Taught

- Principles of Management.
- Introduction to Business
- Legal Environment of Business
- Organizational Behavior
- Operations Management
- Business Communication
- Compensation Management
- Entrepreneurship Development & Small Business Management
- Human Resource Management
- Human Resource Development
- Industrial Relations

Personal Information

Name	: SHAHEEN AHMED, PhD
Father’s Name	: Siraj Uddin Ahmed
Mother’s Name	: Shahida Begum
Date of Birth	: 2 nd January, 1975
Place of Birth	: Madaripur
Nationality	: Bangladeshi (By Birth)
Passport Number	: A03761105

National ID : 2690246435515
Religion : Islam
Marital Status : Married
Sex : Male
Height : 5 feet and 6.5 inches
Hobby : Reading book, gardening etc.

References

Prof. Dr. Nazrul Islam

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Northern University of Bangladesh
Banani, Dhaka, Bangladesh.
Email: nazrulku@gmail.com

Prof. Dr. Mohammad Zahir Raihan

Professor in Finance
School of Business, Bangladesh Open University
Gazipur – 1705, Bangladesh
Email: raihan_bou@yahoo.com

Dr. Abdul Rahman Jaaffar

Associate Professor
School of Business Management, Universiti Utara Malaysia,
06010 Sintok, Kedah Darul Aman, Malaysia.
Email: ajaaffar@uum.edu.my

Dr. Fais Ahmad

Associate Professor & Deputy Dean (Retired)
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06010 Sintok, Kedah Darul Aman, Malaysia.
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