

# Curriculum Vitae of Dr. Md. Hasebur Rahman

## Dr. Md. Hasebur Rahman

Associate Professor  
Department of Business Administration  
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**Research Interest:** Work Motivation, Job Satisfaction, Organizational Commitment, Organizational Citizenship Behavior, Job Stress, and Human Resource Management

**Ph.D. Dissertation:** Ph.D. Dissertation on “*Employee Motivation, Job Satisfaction, and Organizational Citizenship Behavior of Commercial Banks in Bangladesh*” approved for the Degree of Doctor of Philosophy in the Pabna University of Science and Technology, Pabna-6600, Bangladesh, under the supervision of Professor Sheikh M. Nurullah and Professor Dr. Md. Zafor Sadique, Department of Management Studies, University of Rajshahi, Rajshahi-6205, Bangladesh

### Academic Background:

Degree	Name of Board/ University	Year of passing	C/GPA	Division/Class Equivalence	Field/Discipline
Ph.D.	Pabna University of Science and Technology	2017	Awarded	Awarded	Business Administration
MBA	Rajshahi University	2008	3.75 (4 point scale)	First Class	Management
BBA (Hons)	Rajshahi University	2007	3.69 (4 point scale)	First Class	Management
H. S. C	Rajshahi Board	2003	4.10 (5 point scale)	First Division	Business Studies
S. S. C	Rajshahi Board	2001	3.63 (5 point scale)	First Division	Business Studies

### Publication:

Particulars	
1.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>, Sheikh M. Nurullah, Md. Zafor Sadique  <b>Title:</b> Organizational Citizenship Behavior in Public and Private Commercial Banks: Antecedents and Precedence Relationship  <b>Conference proceedings:</b> The Proceedings of the 2<sup>nd</sup> International Conference on Business and Management (ICBM 2019), ISBN 978-984-344-3540, Pages 432-439  <b>Year of Publication:</b> April 2019  <b>Publisher:</b> School of Business, BRAC University, Bangladesh</p>
2.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Employee Motivation and Performance Relationship: An Empirical Study on Commercial Banks in Bangladesh  <b>Journal:</b> Pabna University of Science and Technology Studies, ISSN 3208-6246, Volume 3, Issue2, Pages 15-23  <b>Year of Publication:</b> April 2019  <b>Publisher:</b> Published by Pabna University of Science and Technology, Bangladesh</p>
3.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Organizational Commitment Linked to Organizational Effectiveness  <b>Journal:</b> Pabna University of Science and Technology Studies, ISSN 3208-6246, Volume 3, Issue 1, Pages 31-38  <b>Year of Publication:</b> December 2018  <b>Publisher:</b> Published by Pabna University of Science and Technology, Bangladesh</p>

4.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Indicators of Organizational Effectiveness in Public and Private Commercial Banks in Bangladesh  <b>Journal:</b> Journal of Institute of Bangladesh Studies, ISSN 0256-503-X, Volume 40, Pages 125-135  <b>Year of Publication:</b> June 2018  <b>Publisher:</b> Published by Institute of Bangladesh Studies, Rajshahi University, Bangladesh</p>
5.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Corporate Social Responsibility Awareness and its Effects  <b>Journal:</b> Journal of Business Studies, PUST, ISSN 2410-8170, Volume 1, Issue 1, Pages 65-73  <b>Year of Publication:</b> January 2018  <b>Publisher:</b> Published by Faculty of Business Studies, Pabna University of Science and Technology, Bangladesh</p>
6.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i> and Md. Asfaqur Rahman  <b>Title:</b> Quality of services for customer satisfaction and loyalty: A Study of Grameenphone Limited  <b>Journal:</b> Pabna University of Science and Technology Studies, ISSN 3208-6246, Volume 2, Issue 1, Pages 40-49  <b>Year of Publication:</b> December 2017  <b>Publisher:</b> Published by Pabna University of Science and Technology, Bangladesh</p>
7.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>, Md. Asfaqur Rahman, and Dr. Md. Musfiqur Rahman  <b>Title:</b> Factors Affecting Employee Motivation in Commercial Banks in Bangladesh  <b>Journal:</b> Pabna University of Science and Technology Studies, ISSN 3208-6246, Volume 2, Issue 1, Pages 60-70  <b>Year of Publication:</b> December 2017  <b>Publisher:</b> Published by Pabna University of Science and Technology, Bangladesh</p>
8.	<p><b>Author:</b> Azmat Ullah and <i>Md. Hasebur Rahman</i>  <b>Title:</b> Existing and Expected Service Quality of Grameenphone Users in Bangladesh  <b>Journal:</b> The Asian Journal of Technology Management, ISSN 1978-6956 (Online) 2089-791X (Print), Volume 8, Number 2, Pages 151-159  <b>Year of Publication:</b> 2015  <b>Publisher:</b> Unit research and Knowledge, School of Business and Management, Institut Teknologi Bandung, Indonesia</p>
9.	<p><b>Author:</b> Md. Asfaqur Rahman and <i>Md. Hasebur Rahman</i>  <b>Title:</b> Strategic Service Factors Leading to Grameenphone's Success  <b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 15, Issue 6, Version 1, Pages 49-58  <b>Year of Publication:</b> 2015  <b>Publisher:</b> Global Journals Inc. (US)</p>
10.	<p><b>Author:</b> S. M. Kamrul Islam Shaon and <i>Md. Hasebur Rahman</i>  <b>Title:</b> A Theoretical Review of CRM Effects on Customer Satisfaction and Loyalty  <b>Journal:</b> Central European Business Review, ISSN 1805-4862 (Online) 1805-4854 (Print), Volume 4, Issue 1, Pages 23-36  <b>Year of Publication:</b> March 2015  <b>Publisher:</b> Faculty of Business Administration, University of Economics, Prague, Czech Republic</p>

11.	<p><b>Author:</b> Md. Masud-Ul-Hasan, <i>Md. Hasebur Rahman</i>, and Masud Rana  <b>Title:</b> Identifying Service Quality Attributes and Measuring Customer Satisfaction of Dhaka-Pabna Route Public Bus Service  <b>Journal:</b> Asian Business Review, ISSN 2304-2613 (Print), 2305-8730 (Online), Volume 5, Number 2, Pages 72-78  <b>Year of Publication:</b> 2015  <b>Publisher:</b> Asian Business Consortium, Bangladesh</p>
12.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i> and Sheikh M. Nurullah  <b>Title:</b> A Comparative Study of Motivating Potential Score of Employees of Public and Private Commercial Banks: An Assessment of Demographics Influence  <b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 14, Issue 4, Version 1, Pages 31-42  <b>Year of Publication:</b> 2014  <b>Publisher:</b> Global Journals Inc. (US)</p>
13.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i> and Dr. Md. Musfiqur Rahman  <b>Title:</b> Motivation for Making Job Interesting  <b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 14, Issue 1, Version 1, Pages 23-34  <b>Year of Publication:</b> 2014  <b>Publisher:</b> Global Journals Inc. (US)</p>
14.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i> Md. Enamul Haque and Md. Abdullah Al Mamun  <b>Title:</b> A Comparative Study on Job-Related Factors of Job Satisfaction of Public and Private Commercial Banks in Bangladesh  <b>Journal:</b> Pabna University of Science and Technology Studies, ISSN 3208-6246, Volume 1, Number 1, Pages 24-35  <b>Year of Publication:</b> February 2014  <b>Publisher:</b> Published by Pabna University of Science and Technology, Bangladesh</p>
15.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Factors affecting customer satisfaction in mobile telecommunication industry in Bangladesh  <b>Journal:</b> Business, Management and Education, ISSN 2029-7491 / eISSN 2029-6169, Volume 12, Issue 1, Pages 74-93  <b>Year of Publication:</b> 2014  <b>Publisher:</b> Vilnius Gediminas Technical University (VGTU) Press, Vilnius Gediminas Technical University, Lithuania</p>
16.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Motivational Need Hierarchy of Employees in Public and Private Commercial Banks  <b>Journal:</b> Central European Business Review, ISSN 1805-4862 (Online) 1805-4854 (Print), Volume 3, Issue 2, Pages 44-53  <b>Year of Publication:</b> June 2014  <b>Publisher:</b> Faculty of Business Administration, University of Economics, Prague, Czech Republic</p>
17.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>  <b>Title:</b> Corporate social responsibility for brand image and customer satisfaction: Assessment of Grameenphone user's in Bangladesh  <b>Journal:</b> International Journal of Research Studies in Management, ISSN 2243-7770 (Print), 2243-7789 (Online), Volume 3, Issue Number 1, Pages 41-49  <b>Year of Publication:</b> April 2014  <b>Publisher:</b> Consortia Academia Group of Journals, Philippines</p>

18.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i>, Md. Redwanuzzaman, Md. Masud-Ul-Hasan and Md. Asfaqur Rahman</p> <p><b>Title:</b> Factors Affecting Customer Satisfaction on Grameenphone Users in Bangladesh</p> <p><b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 14, Issue 3, Version 1, Pages 57-66</p> <p><b>Year of Publication:</b> 2014</p> <p><b>Publisher:</b> Global Journals Inc. (US)</p>
19.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i></p> <p><b>Title:</b> Training and Job Satisfaction for Organizational Effectiveness: A Case Study from the Banking Sector</p> <p><b>Journal:</b> Central European Business Review, ISSN 1805-4862 (Online) 1805-4854 (Print), Volume 3, Issue 1, Pages 27-34</p> <p><b>Year of Publication:</b> March 2014</p> <p><b>Publisher:</b> Faculty of Business Administration, University of Economics, Prague, Czech Republic</p>
20.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i> and Md. Abdullah Al Mamun</p> <p><b>Title:</b> HRM Focus on Distinctive Human Capital and Strategy of Building-Retaining Competitive Advantage</p> <p><b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 13, Issue 11, Version 1, Pages 13-17</p> <p><b>Year of Publication:</b> 2013</p> <p><b>Publisher:</b> Global Journals Inc. (US)</p>
21.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i></p> <p><b>Title:</b> Job Stress- Employees Performance and Health: A Study on Commercial Bank in Bangladesh</p> <p><b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 3, Issue 4, Version 1, Pages 9-13</p> <p><b>Year of Publication:</b> 2013</p> <p><b>Publisher:</b> Global Journals Inc. (US)</p>
22.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i></p> <p><b>Title:</b> Employees' Motivation in Public and Private Commercial Banks in Bangladesh: A Study on Need-Based Approach</p> <p><b>Journal:</b> Global Disclosure of Economics and Business, ISSN 2305-9168 (Print), 2307-9592 (Online), Volume 2, Number 2, Pages 84-91</p> <p><b>Year of Publication:</b> 2013</p> <p><b>Publisher:</b> Asian Business Consortium, Bangladesh</p>
23.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i></p> <p><b>Title:</b> Customer Satisfaction and Loyalty: A Case Study from the Banking Sector</p> <p><b>Journal:</b> Central European Business Review, ISSN 1805-4862 (Online) 1805-4854 (Print), Volume 2, Issue 4, Pages 15-23</p> <p><b>Year of Publication:</b> December 2013</p> <p><b>Publisher:</b> Faculty of Business Administration, University of Economics, Prague, Czech Republic</p>
24.	<p><b>Author:</b> <i>Md. Hasebur Rahman</i></p> <p><b>Title:</b> Effects of workforce diversity on human resource management: A theoretical perspective</p> <p><b>Journal:</b> Asian Academic Research Journal of Social Sciences &amp; Humanities, ISSN: 2278 – 859X (Online), Volume 1, Number 12, Pages 61-70</p> <p><b>Year of Publication:</b> June 2013</p> <p><b>Publisher:</b> Asian Academic Research Associate, India</p>

25.	<p><b>Author:</b> Md. Abdullah Al Mamun and <b><i>Md. Hasebur Rahman</i></b>  <b>Title:</b> Scenario and Incentives of Foreign Direct Investment (FDI) in Bangladesh  <b>Journal:</b> Global Journal of Management And Business Research, ISSN: 0975-5853 (Print), 2249-4588 (Online), Volume 13, Issue 11, Version 1, Pages 21-29  <b>Year of Publication:</b> 2013  <b>Publisher:</b> Global Journals Inc. (US)</p>
26.	<p><b>Author:</b> <b><i>Md. Hasebur Rahman</i></b>, Md. Kamruzzaman , Md. Enamul Haque , Md. Abdullah Al Mamun , &amp; Md. Ibrahim Molla  <b>Title:</b> Perceived Intensity of Stress Stressors: A Study on Commercial Bank in Bangladesh  <b>Journal:</b> Asian Business Review, ISSN 2304-2613 (Print), 2305-8730 (Online), Volume 3, Number 1, Pages 40-43  <b>Year of Publication:</b> July-September 2013  <b>Publisher:</b> Asian Business Consortium, Bangladesh</p>
27.	<p><b>Author:</b> <b><i>Md. Hasebur Rahman</i></b>  <b>Title:</b> Henry Fayol and Frederick Winslow Taylor’s Contribution to Management Thought: An Overview  <b>Journal:</b> ABC Journal of Advanced Research, ISSN 2304-2621, 2312-203X (Online), Volume 2, Issue 1, Pages 94-103  <b>Year of Publication:</b> December 2012  <b>Publisher:</b> Asian Business Consortium, Bangladesh</p>

#### Conference:

Conference Attained		Country
1.	2 <sup>nd</sup> International Conference on Business and Management (ICBM 2019), April 25-27, Organized By BRAC Business School, BRAC University, Bangladesh	Bangladesh
2.	International Conference on Business Practices and sustainability (ICOBUS 2019), February 7-8, Organized By Department of Commerce with Firm Management, Vidyasagar University, Wes Bengal, India	India
3.	3 <sup>rd</sup> International Conference on Business and Economics (2018), October 9-10, Organized by Faculty of Business Studies, University of Dhaka, Bangladesh	Bangladesh
4.	International Conference on Business and Sustainable Development (ICBSD 2018), March 8-9, Organized by Faculty of Business Studies, University of Rajshahi, Bangladesh	Bangladesh
5.	UGC Sponsored International Conference on Research and Innovation in Finance (ICRIF 2018), February 15-16, Organized By Department of Commerce with Firm Management, Vidyasagar University, Wes Bengal, India	India

#### Seminar:

Seminar Attained		Country
1.	International Seminar on “Management Practices in Bangladesh and Challenges of Twenty-First Century” organized by Department of Management, Islamic University, Kushtia-7003, Bangladesh	Bangladesh
2.	International Seminar on History and Heritage of Bengal (2018), January 24, Organized by Institute of Modern Language, Pabna University of Science and Technology, Bangladesh	Bangladesh
3.	Seminar on The role of the call center in business (2008), Organized by Management Forum, Department of Management, University of Rajshahi, Bangladesh	Bangladesh

**Training:**

Training Attained		Country
1.	12 <sup>th</sup> Foundation Training for University Teachers (2014), Organized by Graduate Training Institute, Bangladesh Agricultural University, Mymensingh, Bangladesh	Bangladesh

**Workshop**

Workshop Attained		Country
1.	Participation in the workshop to raise awareness about the responsibility, duties, rights, and regulations of the university teachers organized by the Rajshahi University Teachers Association (RUTA), April 21, 2018	Bangladesh

**Short Course**

Short Course Attained		Country
1.	Short course on “Supply Chain Management” (2012), Organized by Directory of Continuing Education, Bangladesh University of Engineering Technology, Bangladesh	Bangladesh

**Working Experiences:**

Position	Organization	Duration
Associate Professor	Dept. of Business Administration, Pabna University of Sciences and Technology	From 29/12/2017 to till now
Joint Secretary	Bangabandhu Parishad, Pabna University of Sciences and Technology	27/01/2018 to till now
Editor	Business Studies Section, Pabna University of Science and Technology Studies, ISSN 3208-6246	28/12/2017 to till now
Editorial Board Member & Journal Secretary	Journal of Business Studies, PUST, ISSN 2410-8170	2017 to till now
Coordinator	EMBA, Batch-6, Dept. of Business Administration, Pabna University of Sciences and Technology	From 01/01/2017 to 31/12/2018
Director (In-Charge)	Student Advisor Office, Pabna University of Sciences and Technology	01/10/2016 to till 31/07/2018
Assistant Director	Student Advisor Office, Pabna University of Sciences and Technology	01/02/2015 to 01/09/2016
Treasurer	Teacher’s Association, Pabna University of Sciences and Technology	2014-2015 2015-2016
Chief Election Commisionar	Teacher’s Association, Pabna University of Sciences and Technology	2015, 2016, 2017
Joint Convener	Bangabandhu Parishad, Pabna University of Sciences and Technology	From 15/01/2014 to 26/01/2018
Assistant Professor	Dept. of Business Administration, Pabna University of Sciences and Technology	From 28/09/2013 to 28/12/2017
Secretary	PSTU Blood Donors Club Pabna University of Sciences and Technology	From 01/03/2011 to till now
Member	Management Alumni, Department of Management Studies, University of Rajshahi	From 2011 to till now
Member	Academic Committee, Dept. of Business Administration, Pabna University of Sciences and Technology	From 01/01/2011 to till now
Lecturer	Dept. of Business Administration Pabna University of Sciences and Technology	From 01/01/2011 to 27/09/2013

### Academic Awards:

1. Shaheed Suhrawardy Hall Gold Medal for outstanding performance on Honors Examination 2007.

### Courses Learned:

- (a) **MBA:** Diversity Management, E-Business, Conflict Management, Management Science, Management of Financial Institution, Project Management, Organizational Behavior, Management Thought, Management Consultancy, Strategic Management.
- (b) **BBA:** Introduction to Business, Principles of Management, Principles And Practices of Accounting, Principles of Marketing, Business Statistics, General Commercial Law, Macro Economics, Office Management, Business Communication, Industrial Law, Business Mathematics, Bangladesh Economics, Industrial Psychology, Principles of Cost Management and Accounting, Computer in Business, Principles and Practices of Insurance, Financial Management, Business Environment, Auditing, Operations Management, Bank Management, Human Resource Management, Marketing Management, Taxation, Industrial Relation, Small Business Management, Advanced Management, Development Economics, Entrepreneurship Development, International Business, Investment Analysis and Portfolio Management, Management Information System, Managerial Economics, Total Quality Management, Research Methodology, Management in Bangladesh.

### Courses Taught:

Strategic Management, Project Management, Business Ethics and Corporate Social Responsibility, Principles of Management, Industrial Psychology, Conflict management, Diversity Management, Leadership and Motivation, Industrial Relations, Organizational Behavior, Training and Development, Bangladesh Studies.

### Personal Details:

1. **Name:** Dr. Md. Hasebur Rahman
2. **Father's Name:** Md. Haraz Uddin
3. **Mother's Name:** Mst. Fatema Khatun
4. **Date of Birth:** December 30, 1986.
5. **Sex:** Male
6. **Marital Status:** Married
7. **Nationality:** Bangladeshi
8. **NID No.:** 868 789 6079
9. **Present Address:** Department of Business Administration, Pabna University of Science and Technology, Pabna- 6600, Bangladesh.
10. **Permanent Address:** *Vill:* Baykhula, *Post:* Pachuria, *Thana:* Atghoria, *District:* Pabna, Bangladesh.

### References:

#### **Sheikh M. Nurullah**

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#### **Dr. Md. Zafor Sadique**

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