

Curriculum Vitae
of
Dr. Md. Kamruzzaman



Professor, Department of Business Administration
Pabna University of Science and Technology, Pabna-6600,
Bangladesh. **Cell No.:** +8801716183432
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Career Objective

Contribute to academic excellence in higher education by utilizing my expertise in education, research, and administration, with a focus on Human Resource Management, Sustainable Practices, and Ethics. I aim to advance knowledge, drive innovation, and support institutional growth through collaboration.

Academic Experience

Professor

*March 20, 2020 –
Present (3+ years)*

Department of Business Administration, Pabna University of Science and Technology, Pabna, Bangladesh
Teaching courses in Human Resource Management, Business Ethics, and Corporate Social Responsibility, among others. Conducting research in Human Resource Management, Sustainable Practices, and Business Ethics. Supervising graduate and undergraduate students in research projects.

Associate Professor

*September 27, 2015 –
March 19, 2020 (4+ years)*

Department of Business Administration, Pabna University of Science and Technology, Pabna, Bangladesh
Taught courses including HR Information Systems, Sustainable HRM, Green HRM, Export-Import Management, and more. Conducted research on sustainable HR practices, organizational behavior, and business ethics. Supervised undergraduate and MBA research projects.

Assistant Professor

*September 26, 2010 –
March 18, 2015 (4+ years)*

Department of Business Administration, Pabna University of Science and Technology, Pabna, Bangladesh
Taught courses in Project Management, Job Satisfaction & Labor Welfare, and International Business. Conducted research on organizational behavior, job satisfaction, and labor welfare. Assisted students in academic counseling and research development.

Lecturer

*April 1, 2009 –
September 25, 2010
(1+ year)*

Department of Business Administration, Pabna University of Science and Technology, Pabna, Bangladesh
Taught foundational courses in Business Communication, Human Resource Management, and Organizational Behavior. Supervised and supported students in their academic development.

Lecturer <i>May 19, 2008 – March 31, 2009 (1 year)</i>	Department of Business Administration, Darul Ihsan University, Bangladesh Taught introductory courses in Principles of Accounting, Entrepreneurship, and Marketing. Provided academic support to students through individual guidance.
Faculty (Full-time) <i>September 7, 2005 – March 5, 2008 (2+ years)</i>	Department of Business Administration, Asian University of Bangladesh Taught courses in Industrial Management, Applied Statistics, and E-Commerce. Assisted in curriculum development and provided academic support.
Faculty (Part-time) <i>April 24, 2004 – February 10, 2005 (less than 1 year)</i>	Department of Business Administration, Uttara University, Bangladesh Delivered lectures in Business Communication, Industrial Psychology, and Bangladesh Studies. Supervised internship programs and provided guidance on business projects.

Administrative Experience

Chairman <i>February 1, 2024 – Present</i>	Department of Business Administration, Pabna University of Science and Technology (PUST) Overseeing departmental operations, faculty coordination, and academic development.
Provost <i>May 3, 2025 – Present</i>	July-6 Hall, Pabna University of Science and Technology Managing student discipline, maintaining a peaceful living environment, and promoting university codes of conduct.
Transportation Administrator <i>August 13, 2024 – Present</i>	Pabna University of Science and Technology, Pabna, Bangladesh. Supervising transportation services for the university, ensuring logistical efficiency and student mobility.
Dean <i>May 1, 2021 – April 30, 2023</i>	Faculty of Business Studies, Pabna University of Science and Technology, Pabna. Leading the faculty, managing academic and administrative activities, and fostering research initiatives.
Transportation Administrator <i>December 4, 2019 – May 31, 2022</i>	Pabna University of Science and Technology, Pabna, Bangladesh. Supervising transportation services for the university, ensuring logistical efficiency and student mobility.
Chairman <i>April 30, 2018 – March 31, 2020</i>	Department of Tourism & Hospitality Management, Pabna University of Science and Technology Directed the department, handling academic planning, curriculum development, and student affairs.

- Dean** Faculty of Business Studies, Pabna University of Science and Technology
April 1, 2015 – March 31, 2017 Oversaw the entire faculty, including the planning and implementation of academic and research programs.
- Chairman** Department of Business Administration, Pabna University of Science and Technology
November 1, 2013 – October 31, 2016 Managed departmental operations and academic initiatives, contributing to its growth.
- Proctor** Pabna University of Science and Technology
January 1, 2010 – September 30, 2014 Responsible for student discipline, ensuring a conducive academic environment and enforcing university policies.
- Member** Academic Council, Pabna University of Science and Technology
January 1, 2014 – Present Ongoing
 Actively involved in policy discussions and academic decisions.
- Member** Academic Council, Rabindra University Bangladesh, Shahzadpur, Sirajganj
February 2025 – Present Participating in academic council activities, contributing to university governance and academic strategies.

List of Complete Project:

Title	Funder	Amount	Role	Year
1. Factors Influencing Customer Satisfaction in Restaurant Service, Bangladesh	PUST	220000.00	Project Director	2024-2025
2. Impact of Non-Performing loan of Commercial bank in Contrast of Bangladesh	PUST	180000.00	Project Director	2023-2024
3. Financial Performance Measurement Using CAMEL MODEL: A Study on Selected Public and Private banks Inside Bangladesh.	PUST	115000.00	Project Director	2022-2023
4. An analysis of quality HRM Practices in Bangladesh: A study on selected RMG sector.	PUST	103192.00	Project Director	2021-2022

5. Customers Satisfaction of Online Banking System in Bangladesh	PUST	58000.00	Project Director	2020-2021
6. An Overview of Tourism	PUST	46500.00	Project Director	2019-2020
7. Human Resource Management Practices in pharmaceutical industry in Bangladesh: A case Study	PUST	65000.00	Project Director	2018-2019
8. Training effectiveness of pharmaceuticals industry in Bangladesh	PUST	75000.00	Project Director	2017-2018
Ongoing Projects				
9. Green HRM as a Strategic Driver for Sustainability: A Framework for the Higher Education Sector of Bangladesh.	PUST	300000.00	Project Director	2025-2026

Education

Name of Degree	Name of Institution	Department/Board	Result and position	Passing Year
PhD	Pabna University of Science and Technology	Human Resource Management	Awarded	2016
MBA	University of Rajshahi	Management	3.75 Out of 4.00	2000
BBS (Hons)	University of Rajshahi	Management	3.72 Out of 4.00	1998
HSC (Commerce)	Govt. Edward College, Pabna	Rajshahi	1 st Division	1995
SSC (Humanities)	Dogachi High School, Pabna	Rajshahi	1 st Division	1993

Awards & Achievements:

- Gold Medal for Outstanding Result in BBS (Hons) in Management at Rajshahi University
- More than 15 National and 10 International Publications in Indexed Journals
- Attended 5 International Conferences and 10 National Seminars & Workshops
- Supervised Numerous MBA and Undergraduate Research Projects
- Active Contributor to Academic and Research Committees at PUST.

Language Proficiency (English Language Test Scores)

Test	Score	Year (Score Published Date)
GRE	328	23 February 2025
TOEFL	100	24 February 2025

Research Interest

Green HRM, Sustainable HRM, Human Resource Information System (HRIS), AI practices Management & HR, Organizational Behavior, Job Satisfaction & Labor Welfare, Entrepreneurship & Economic Development, Supply Chain & Logistics Management, Capital Market Development, Industrial Management & Policy Analysis.

List of Publications

1. Rana, M., Bhadra, H.K. & Kamruzzaman, M. (2025). Assessing the impact of agricultural production on sustainable development goal attainment: evidence from South Asia. *GeoJournal* 90, 278. <https://doi.org/10.1007/s10708-025-11532-0>. Publisher: Springer; Q2 (Scopus Indexed)
2. **Islam, M. A., Kamruzzaman, M., & Redwanuzzaman, M.** (2013). Human resource accounting: Recognition and disclosure of accounting methods & techniques. *Global Journal of Management and Business Research: D Accounting and Auditing*, 13(3), 1–9. U.S.A. Online ISSN: 2249-4588, Print ISSN: 0975-5853.
3. **Islam, M. A., Kamruzzaman, M., & Gazi, M. A. I.** (2020). Job satisfaction in relation to personnel policies and practices in the sugar industry of Bangladesh: A study on Rajshahi Sugar Mills Ltd. *Pabna University of Science and Technology Studies*, 4(3), 63–66. Pabna University of Science and Technology. ISSN: 2308-6246.
4. **Redwanuzzaman, M., Kamruzzaman, M., & Islam, M. A.** (2019). Business customers' perceptions toward bank selection: Evidence from Pabna, Bangladesh. *Pabna University of Science and Technology Studies*, 3(2), 25–32. Pabna University of Science and Technology. ISSN: 2308-6246.
5. **Kamruzzaman, M., Talukder, M. A., & Islam, M. A.** (2017, December). Job satisfaction of workers of jute industry in Bangladesh: A study on Rajshahi Jute Mills Ltd. *Khwaja Yunus Ali University Journal*, 2(1), 60–68. Khwaja Yunus Ali University. ISSN: 2521-3121.
6. **Kamruzzaman, M., & Islam, M. A.** (2015). Logistics support for agro business in the context of the supply chain of perishables. *International Journal of Engineering, Business, and Enterprises Applications (IJEBA)*, 2(11), 147–152. International Association of Scientific Innovation and Research. ISSN (Print): 2279-0020, ISSN (Online): 2279-0039.
7. **Islam, M. A., & Kamruzzaman, M.** (2015). Green banking practices in Bangladesh. *IOSR Journal of Business and Management (IOSR-JBM)*, 17(4, Version 5), 37–42. International Organization of Scientific Research (IOSR). ISSN (Print): 2319-7668, ISSN (Online): 2278-487X. <https://doi.org/10.9790/487X-17453742>
8. **Kamruzzaman, M., & Islam, M. A.** (2014). Women entrepreneurs and socio-economic development: Problems and prospects in Bangladesh. *Pabna University of Science and Technology Studies*, 1(1), 79–90. Pabna University of Science and Technology. ISSN: 2308-6246.
9. **Islam, M. A., Kamruzzaman, M., & Redwanuzzaman, M.** (2014). The profitability of first-generation private commercial banks in Bangladesh. *Global Journal of*

Management and Business Research: D Accounting and Auditing, 14(1, Version 1.0), 1–9. Global Journals Inc. ISSN: 2249-4588, Print ISSN: 0975-5853.

10. **Islam, M. A., Kamruzzaman, M., & Redwanuzzam, M.** (2014). Electronic banking in Bangladesh: An application. *Pabna University of Science and Technology Studies*, 2(2), 79–90. Pabna University of Science and Technology. ISSN: 2308-6246.
11. **Islam, M. A., Kamruzzaman, M., & Nasimuzzaman, M. M.** (2014). Capital market development in Bangladesh: Some observations. *The Islamic University Studies (Part-C)*, 11(1). The Faculty of Business Administration, Islamic University, Kushtia, Bangladesh. ISSN: 2309-8848.

Conference Proceedings, Workshop and Seminar

Title of Conference/Seminar	Date	Organizer	Location
International Conference on “Business Practices and Sustainability” (ICOBUS-2019)	7th – 8th February 2019	Department of Commerce, Vidyasagar University	West Bengal, India
International Seminar on the “History and Heritage of Bengal”	24th January 2018	Pabna University of Science & Technology & Prabhaman Bangla Charcha	Pabna, Bangladesh & Kolkata, India
UGC Sponsored International Conference on “Research and Innovation in Finance” (ICRIF-2018)	15th – 16th February 2018	Vidyasagar University	West Bengal, India

Scholar Id and Link

i. **Google Scholar:**

<https://scholar.google.com/citations?user=HFrNeCwAAAAJ&hl=en>

ii. **ResearchGate:** <https://www.researchgate.net/profile/Md-Kamruzzaman-87>

Personal Information

Name : **Md. Kamruzzaman**
 Father’s Name : Md. Nawazesh Mollah
 Mother’s Name : Most. Zubaida Khatun
 Mailing Address : Department of Business Administration, Faculty of Business Studies, Pabna University of Science and Technology, Pabna-6600, Pabna, Bangladesh
 Permanent Address : Village-Naldha, Post office- Sreepur, Police Station- Pabna Sadar, Pabna, Bangladesh.
 Date of Birth : 21st November, 1977
 Nationality : Bangladesh
 Sex : Male
 Marital Status : Married

References:

1. Professor Dr. S M Abdul-Awal
Vice Chancellor
Pabna University of Science and Technology
Pabna-6600, Pabna, Bangladesh
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Phone: +8802588842379
2. Professor Dr. M. Mahbubul Kabir
Department of Management Studies,
University of Rajshahi, Rajshahi-6205, Bangladesh.
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I certify that all information stated in this Curriculum Vita is true and complete to the best of my knowledge. I authorize to verify the information provided here.

Date:



(Md. Kamruzzaman)