



CURRICULUM VITAE  
OF

Dr. MD. ZOHURUL ISLAM

Director (Development)

Additional charge (Research & Development)

BPATC, Savar, Dhaka, Bangladesh

<http://www.bpatc.org.bd>

[zohur68@gmail.com](mailto:zohur68@gmail.com); Cell Phone: 88-01716458964; 8802-7745025(o)

*(Former: Academic Coordinator, BIGD, BRAC University; Adjunct Faculty: AIBA/BUP; ASA University; State University, Eastern University; Utra University; and Daffodil International University Asulia Campus)*

*TNA Expert: At LGED, Dhaka, worked on lien*

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A. EDUCATIONAL QUALIFICATIONS

**PhD in International Public Management, School of Management, Asian Institute of Technology (AIT), Thailand, (2010) [HRM field]**

**PhD Dissertation Title:** Factors Influencing Organizational Change and Productivity Improvement in Special Industrial Zones: Empirical Study on Dhaka Export Processing Zone, Bangladesh.

**MA in Human Resource Planning and Development, Indrapastha University, New Delhi, India. (2002-2003), First Class**

**PG Dip in PM from BIM, Dhaka, Bangladesh. (1997), Second Class**

**MBS (Master's of Business Studies in Management) from Rajshahi University, Bangladesh. (1993), First Class (2<sup>nd</sup> Position)**

**B.Com (Hons) in Management, Rajshahi University, Bangladesh. (1991), Higher Second Class.**

**Higher Secondary Certificate (HSC), Rajshahi Board, First Division (1985)**

**Secondary School Certificate (SSC), Rajshahi Board, First Division (1983)**

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B. TRAINING RECEIVED HOME AND ABROAD

- Foundation Training Course from BPATC, Savar, Dhaka, 1998
- Advanced TOT Course, BPATC, Savar, Dhaka, 1997
- Advanced Pedagogy Training Course, BPATC, Savar, 2019
- Institutional Integrity and Good Governance Course in Hong Kong University, 2019
- Leadership Development Course from Alabama University, USA, 2018
- Negotiation Course from Open University, Malaysia, 2014
- Administration Reform Course from NAPA, Vietnam, 2015
- Public Sector Management, from ASCI, Hyderabad, India, 2017
- Pedagogy Training at BPACT 2019
- Case Study Writing and Development Course, one week at BPATC 2020

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#### C. MEMBER OF EDITORIAL BOARD and Journal Editor

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- Asian Academy for Research in Business and Social Sciences (AARBSS)
- Journal of Public Administration and Policy Research
- **Editor:** Bangladesh Journal of Public Administration (BJPA), Vol. 28, Issue 2., 2020

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#### D. LANGUAGE PROFICIENCY

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- ENGLISH
- BANGLA

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#### E. COUNTRY VISITED

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- USA
- BELGIUM
- INDIA
- THAILAND
- VIETNAM
- MALAYSIA
- HONG KONG
- ITALY

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#### G(i). INTERNATIONAL CONFERENCE PAPER PRESENTED & PUBLISHED

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1. **Islam, MZ.**, and Siengthai, S. (2009). “*Quality of work life and organizational performance: Empirical evidence from Dhaka Export Processing Zone*”. Regulating Decent Work, Organized by ILO, Geneva, July 8-10, 2009. Available at: [www.ilo.org/public/english/protection/condtrav/.../rdwpaper37a.pdf](http://www.ilo.org/public/english/protection/condtrav/.../rdwpaper37a.pdf)
2. Muktar, U., **Islam, MZ.**, and Siengthai, S. (2010). “*Conflicts in Higher education and Perceived Quality of Education: Empirical evidence from Pakistan*”. Honolulu University, Hawaii, USA (January, 7-10, 2010).
3. Available at: [www.hiceducation.org/2010%20Final%20Program.pdf](http://www.hiceducation.org/2010%20Final%20Program.pdf)
4. **Islam, MZ.**, and Siengthai, S. (2009). “*Factors affecting firm performance in DEPZ, Banglades*”. Organized by Asian Academy of Management, Sains University, Malaysia. December 8-10, 2009. Available at: [www.management.usm.my/.../AAMC%20Tentative%20Presentation%20Schedule.pdf](http://www.management.usm.my/.../AAMC%20Tentative%20Presentation%20Schedule.pdf)

5. **Islam, MZ.**, and Siengthai, S. (2010). *“Does OB matter for Organizational Change? Evidence from DEPZ, Bangladesh”*. 1-2 January, 2010 at Dhaka, organized by Asian Business Research, (World Business Institute), Australia. Available at: [www.wbiconpro.com/408-Zohurul.pdf](http://www.wbiconpro.com/408-Zohurul.pdf)
6. **Islam, MZ.**, Arifuzzaman, SM., and Fatema, N. (2010). *“Civil Service Training Curriculum for Training Effectiveness: An Empirical Evidence from Foundation Training Course at BPATC in Bangladesh”*. On 23-24 December, 2010 at Dhaka, organized by Asian Business Research, (World Business Institute), Australia.
7. **Islam, MZ.**, Haque, S., and Hasan, S. (2011). *“Factors affecting organizational effectiveness: Evidence from Bangladesh Civil Service”*. Organized by South Asian Management Forum (SAMF), AMDISA, Nepal Administrative Staff College and SAARC, 11<sup>th</sup> South Asian Management Forum. on 16-18 May, 2011.
8. Khair, R., and **Islam, MZ.** (2012). *“HRD for e-Government in Bangladesh: An Empirical Analysis”*. Paper presented in NAPSIPAG conference, held in Sri Lanka, December 18-20, 2012.
9. Khair, R., and **Islam, MZ.** (2013). *“Worker Compliance Practices in DEPZ. Evidence selected DEPZ enterprises, Bangladesh”*. 3<sup>rd</sup> RDW Conference, Geneva 2013, Organized by ILO, July 3-5, 2013.
10. **Islam, MZ.**, Rahman, R. (2014). *“Measurement of Motivation and de-motivation factors in Bangladesh Civil Service”*. Held in 9-11 October, 2014 in NIDA, Thailand. 3<sup>rd</sup> ICADA conference. Available at: [www.icada2014.nida.ac.th](http://www.icada2014.nida.ac.th).
11. Khair, R., **Islam, MZ.** and Islam, MR. (2014). Key factors and readiness appraisal in PPP: A study in infrastructure development projects in Bangladesh. **Dhaka Symposium held on 8-9 December, 2014.**
12. Khair, R., **Islam, MZ.** (2016). Public Private Partnership: Bangladesh Perspective. Business Conference, Organized by Monash University, Australia. (not updated information)
13. Nasima, B., and **Islam, MZ.** (2016). Health and Safety Measure of women garment workers: Empirical study on South East Textile, Bangladesh. *International conference on 'business management, economics & social sciences (ICBMESS 2016)'*. date: 21-23 December 2016 | venue: the west in Dhaka, Bangladesh. Organized by Uttra University, Dhaka.
14. Khair, R., **Islam, MZ.** (2017). Performance Appraisal System in Civil Service: Evidence from BCS officials, International Conference on Public Administration and Governance, held at Rajshahi University 28-29 January 2017.
15. **Islam, MZ.**, Baki, A., and Khair, R. (2017). Employment generation, Social Security and Decent Work for Street Vendors: Experience from Bangladesh. **RDW conference at ILO HQ, Geneva, held in 3-5 July, 2017.**
16. **Islam, MZ.**, and Khan, AR. (2018). The Informal Sector in Bangladesh: A Case Study on Rural and Urban Street Vendors: paper presented at the First National Conference, Department of Sociology, East West University, 12 May, 2018.
17. Islam, MZ., Karim, R. (2020). HRM Practices for Building Capacity of Civil Servants in Public Sector Organizations: Empirical Evidence from Bangladesh. ICPAD Conference, 5-8 February, 2020, BPATC, Savar, Dhaka.
18. Islam, MZ., Hosen, S. (2020). Employment conditions and decent work in WALTON manufacturing organization: a study on WALTON Hi-Tech Industry Kaliakair, Gazipur, Dhaka. ICPAD Conference, 5-8 February, 2020, BPATC, Savar, Dhaka.

19. Rahman, S., **Islam, MZ.**, and Hosen. S. (2020). Implementation of “Amar Gram Amar Shohor” (My Village My Town): Challenges and Way Forward. ICPAD Conference, 5-8 February, 2020, BPATC, Savar, Dhaka.
20. Islam, MZ., Saroar, M., and Rahman, MM. (2021). COVID-19 From Crisis to Response: Empirical Evidence from Readymade Garment Manufacturing Sector in Bangladesh. Paper Presented at the 7<sup>th</sup> Regulating for Decent Work (RDW) Conference on COVID-19 and the world of work: Towards a human-centred recover held son 6-9 July 2021 at ILO, Geneva (Virtual)

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G(ii). INTERNATIONAL PEER REVIEWED JOURNAL PAPER PUBLISHED

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1. **Islam, MZ.**, and Siengthai, S. (2010). Human Resource Management Practices at Dhaka Export Processing Zone: Empirical Evidence from DEPZ, Bangladesh, *Research and Practice in Human Resource Management*, Vol. 18. No. 1, June 2010. [online access journal]
2. **Islam, MZ.** (2010). Impact of Training Methods on Training Effectiveness: Evidence from Foundation Training Course, BPATC in Bangladesh, *The Journal, Academy of Taiwan Business and Management Review*, Vol.6, No.4, December 2010.
3. **Islam, MZ.** (2010). Training Method as a tool for HRD: Evidence from BPATC. *SAARC Journal of Human Resource Development*, Vol. 6, No. 1, December, 2010.
4. Muktar, U., **Islam, MZ.**, and Siengthai, S. (2011). Conflict in Higher Education and Perceived Quality of Education: Empirical Evidence from Pakistan. *Research in Higher Education Journal*, Vol. 13.
5. **Islam, MZ.**, and Muktar, U. (2011). EPZ History in Bangladesh and its Administration and Legislation for Economic Enclave. *Business and Management Review*, Vol.1 (7), pp. 86-102.
6. Haque, S., and **Islam, MZ.** (2011). Women Empowerment through Participation in Decision-making Process: Empirical Study on Gender Dimensions in Selected Union Parishad, Bangladesh, *SAARC HRD Journal*, Islamabad, Pakistan. Vol. 7, November-December.
7. **Islam, MZ.** (2012). Training Module/curriculum and Training Effectiveness: An Empirical evidence from Foundation Training Course at BPATC. *World Journal of Social Science*, Vol. 2, No. 3, May, 2012. pp 15-30.
8. **Islam, MZ.**, Muktar, U. (2012). Measurement of Training Facilities and Customer Satisfaction: Evidence from BPATC. *Asian Journal of Management Research*. Vol. 3(1).
9. **Islam, MZ.** (2013). What matters for organizational change? Evidence from DEPZ, Bangladesh. *South Africa Journal of Human Resource Management*, Vol. 11(2).
10. **Islam, MZ., et al.** (2013). Perceived Benefits, Risks, and Obstacles of Studying Abroad. A Study of Pakistan. *European Journal of Scientific Research*, Vol. 105 (2).
11. **Islam, MZ.**, and Siengthai, S. (2011). Impact of leadership competencies on organizational change: Evidence from DEPZ, Bangladesh, *African Journal of Business and Economics*, October, Vol. 4.
12. Rahman, M., Das, A., and **Islam, MZ.** (2015). Do Key Performance Indicators Matter on Public Procurement Rules 2008? An Empirical Study on Local Government Engineering Department, Bangladesh. *Journal of Public Procurement*, Issue 1, Vol. 15.

13. **Islam, M.Z.**, Haque, M.S., and Mannan, M.A. (2014). Rethinking of Curriculum for *the Senior Staff Course of BPATC: An Empirical Analysis*. *Journal of Management and Development Studies*, Vol. 26. (Nepal).
14. **Islam, MZ** et al. (2013). Identification of Impediments in export promotion zone of Pakistan. *Journal of Independent Studies and Research-Management, Social Sciences and Economics*, Vol. 11, No. 2, July-December, pp.101-113.
15. **Islam, MZ.**, Muktar, U., and Khair, R. (2014). Relationship between training and organizational effectiveness: An empirical evidence of Bangladesh Civil Service. *SAARC Journal of HRD*, Vol. 10, No.1, pp.31-44.
16. Rahman, M.S., **Islam, MZ.**, and Morshed, R. (2015). Readiness for integrating sustainability issues in public procurement process of Bangladesh. *International Journal of Engineering, Business and Enterprises Applications (IJEBA)*: 2279-0020.
17. Salam, MA., and **Islam, MZ.** (2015). E-Service Delivery in Bangladesh: Major Challenges and Plausible Propositions. *International Journal of Applied Information System*, 9 (5): 1-4.
18. Rahman, M.S., **Islam, MZ.** (2017). Scope and approaches of integrating sustainability issues in public procurement process for sustainable development of Bangladesh. *Int. J. Procurement Management*. Vol: 10, No. 2, 2017.
19. **Islam, MZ and Khan, AR.** (2019). The Informal Sector in Bangladesh: A Case Study of Rural and Urban Street Vendors. *Journal of Social, Political and Economic Studies* in the Fall/Winter 2019 issue.
20. **Islam, Z., and Hossain, R. (2019).** What Matters for Effectiveness of A Training Organization? Evidence from BPATC. *Journal of Community Positive Practices*, **XIX(4), 2019, pp.28-45.**
21. **Islam MZ, and Hosen S. (2021, May).** An Effectiveness Study on Policy Level Training Course: A Case from Bangladesh Public Administration Training Centre, Bangladesh. *Asian Journal of Education and Social Studies*. DOI: <http://dx.doi.org/10.9734/ajess> (Link)

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G(iii). LOCAL JOURNAL PAPER PUBLISHED

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1. **Islam, MZ.** (2010). Compensation practice in Bangladesh: Theoretical perspective. *Lok Proshason Shamoeeky, Quarterly Journal of Bangladesh Public Administration Training Centre, Vol. 44.*
2. **Islam, MZ.** (2010). Organizational culture and HRM implication on organizational performance: a conceptual analysis with empirical cases. *Lok Proshason Shamoeeky, Quarterly Journal of Bangladesh Public Administration Training Center, Vol. 45.*
3. **Islam, MZ.**, and Khair, R. (2012). Preparation of E-Government in Bangladesh: An Exploratory Analysis, *JU Journal of Information Technology (JIT), Vol. 1.*
4. **Islam, MZ.** (2012). Does training facilities matter on customer satisfaction? An analytical Discussion, BPATC. *A Journal of Training and Development*, BSTD (Bangladesh Society for Training and Development), Dhaka, Bangladesh.
5. Salam, MA., and **Islam, MZ.** (2012). E-governance service delivery: an assessment of district e-service centers in Bangladesh. *JU Journal of Information Technology (JUJIT)*, Vol. 2.
6. Mostak, A. and **Islam, MZ.** (2013). Merit or Quota in Civil Service Recruitment and Selection Process: An Empirical Analysis on BCS Officers. *Bangladesh Journal of Public Administration*. Vol. 22, No. 1.

7. **Islam, MZ.** (2000). Accountability & Transparency: Bangladesh Context. *Lokproshason Shamoeeky, Quarterly Journal of Bangladesh Public Administration Training Centre, Vol. 16, September 2000.*
8. Haque, S., Sundar, B., and **Islam, MZ.** (2001). Training needs Assessment of Officers for Three Public Universities (Dhaka, Jahangir Nagar and Rajshahi University). *PROSHIKHYAN: A Journal of Training and Development, Vol. 9, No. 2, July-December.*
9. **Islam, MZ.,** et al. (2016). Effect of Motivation on Performance: Evidence from Bangladesh Civil Service. *PROSHIKHYAN: A Journal of Training and Development, July-December, 2015. Vol. 23, No.2.*
10. **Jillani, AK.,** Islam, MZ. (2016). **Islam, MZ., and** Jillani, AK. (2016). Perceived Training Quality and Transfer Intentions in Pharmaceutical Industry of Bangladesh: A Relational Study of Biopharma Limited, Bangladesh. *PROSHIKHYAN: A Journal of Training and Development, July-December, 2016.*
11. Ashim, K., and **Islam, MZ.** (2016). Performance Evaluation of Power Plant Store in Bangladesh: A Case Study, *Bangladesh Journal of Public Administration*, BPATC, Savar, Dhaka. Vol. XXIV, No. 2. 2016. *Actual Time of Publication-May 2017.*
12. Hossain, SM., Khan, AR., **Islam, MZ** & Khandakar, S. (2018). Socio-Economic Situational Analysis of Tea Plantation Workers: A Case Study on Lubachhara Tea Garden, Sylhet. *Bangladesh Journal of Public Administration*, Vol. 25 January-June, 2018.
13. Islam, MZ., and Mamun, M. (2020). An Evaluation of Public Sector Training Organization: A Quantitative Analysis from BPATC, *Journal of Training and Development 'PROSHIKHYAN'*, Vol. 28 No.1 (January-July), pp.20-33.

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#### G(iv). RESEARCH PUBLICATIONS

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- A study on Fayol's 14 Principles of Management: Practices and Applicability in Today's Field Level Public Administration, Bangladesh (2020-2021), funded by BCS Admin Academy (GoB), Shahbag, Dhaka. [done]
- Organizational Culture and Development: A comparative study on Public and Defense Training Institutions. Funded by GoB, BPATC Revenue Budget. FY:2020-2021. [Ongoing].
- Assessing Civil Officers' Knowledge and Capacity on APA, CC, GRS, NIS and RTI to ensure Good Governance for Better Public Service Delivery in Public Administration in Bangladesh (2020), Collaboration between BPATC and Platforms for Dialogue British Council, funded by European Union.
- Research Proposal On: "A study on Motivation to Training Transfer: A Case of Selected Training Organizations" to BPATC [Revenue budget, 2019-2020] Accepted (Report submitted) funded by BPATC, GoB.
- HRM Practices in Public Sector Organizations: Perspective from Young Civil Servants, (2016-17)
- The Informal Sector in Bangladesh: A Case Study on Rural and Urban Street Vendors (2016-17)
- Organizational Effectiveness: A study on BPATC [on going 2016, funded by BPATC, GoB].

- Innovation in Agriculture sector for service delivery: Challenges and Prospect [on going, 2016, funded by GIU, PM office, Dhaka].
- Assessing the effectiveness of innovation governance in Improving Public Service Delivery: An Empirical Study on Selected District Administrations 2014 ongoing, funded by BPATC Digitization project. [Research Associate]
- A study on TNA of Innovation Officers of Bangladesh, 2013-2014 [Research Associate, funded by A2I Project].
- E-government: A study on training needs of the participants of senior staff course (SSC), BPATC, 2011. [Research Associate].
- Training and Job satisfaction for organizational effectiveness: Empirical Evidence from Bangladesh Civil Service, 2010, BPATC, Savar, Dhaka. [Research Associate].
- Rethinking the Senior Staff Course: A study on Participants' Need and Course Curricula 2010, BPATC, Savar, Dhaka. [Joint Research Project Director]
- Empowerment of women through participation in Decision Making Process: a study on Gender Dimension in Selected Union Parishads, 2005, BPATC, Savar, Dhaka. [Research Associate]
- Challenges of Institutionalizing Gender within Public Organization: a study on Selected Government Organizations of Bangladesh, 2004 [Research Associate].
- Training Need Assessment for the Selected University Officers: 2001. BPATC, Savar, Dhaka [Research Associate]
- Training of Trainers: A study on Training Need Assessment of BPATC, 2000, BPATC, Savar, Dhaka. [Research Associate]
- A study on career planning for trainer of selected training institutes, 1999, BPATC, Savar, Dhaka. [Research Associate]

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#### F. AREA OF INTERESTS

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Have a great interest to work in research, education and training field. Have competencies to analyse research work through using statistical tools such as SPSS, AMOS/SEM/SMART PLS/STATA, and Excel. Have stronghold on quantitative and qualitative research, training and adult learning education. Academic expertise and interest broadly fall into management, leadership, organizational behavior, industrial relations, business and management research and HRM



Signature:

Name: Dr. Md. Zohurul Islam

Date: 05 September 2021