

**CV
of
DR. MD. SHAMSUL AREFIN**

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Short Bio

Dr. Md. Shamsul Arefin is an Assistant Professor at the Department of Management Studies of the Bangabandhu Sheikh Mujibur Rahman Science and Technology University in Gopalganj, Bangladesh. He has also taught at Management schools in the Bangladesh University of Professionals, Uttara University, and Southeast University. He has 12 years academic and research experiences. Dr. Arefin's research is in the areas of Human Resources Management, Organizational Behavior, and Information Systems. His current research focuses on High-Performance Work Systems, Workplace Safety, Organizational Politics, and Business Intelligence. His work has appeared in the Journal of Knowledge Management, Personnel Review, International Journal of Emerging Markets, and Journal of Safety Research, among others.

Research Interests

- High-Performance Work Systems
- Workplace Safety
- Organizational Politics
- Business Intelligence

Academic Degrees

- PhD, Human Resource Management, Huazhong University of Science and Technology, China, 2015
- MBA, 3.90, Human Resource Management, University of Dhaka, Bangladesh, 2005
- BBA, 3.63, Management, University of Dhaka, Bangladesh, 2004

Academic Appointments

- Assistant Professor, Bangabandhu Sheikh Mujibur Rahman Science and Technology University, Gopalganj, Bangladesh, 2018 - present
- Assistant Professor, Uttara University, Dhaka, Bangladesh, 2016-2018
- Lecturer, Bangladesh University of Professionals, Dhaka, Bangladesh, 2012-2015

- Senior Lecturer, Southeast University, Dhaka, Bangladesh, 2009-2012

Funding

- *Employer Safety Obligations, Safety Climate, Safety Compliance Behavior and Proactive Safety Behavior in the Readymade Garment Context Across Bangladesh*; Bangabandhu Sheikh Mujibur Rahman Science and Technology University; 2019 - 2020
- *Impact of E-Recruiting System Implementation on HR Professionals' Attitude, Affective Commitment and Turnover Intension: Application of UTAUT Model*; Bangabandhu Sheikh Mujibur Rahman Science and Technology University; 2018 - 2019

Consulting Service

- *Redesigning of organizational Structural*, Client - Stamford University, Dhanmondi, Dhaka, Bangladesh, Duration: 2018-2019

Publications

2020

- **Arefin, M. S., Hoque, M. R., & Rasul, T. (2020). Organizational Learning Culture and Business Intelligence Systems of Healthcare Organizations in an Emerging Economy.** *Journal of Knowledge Management*. Vol. ahead-of-print No. ahead-of-print. DOI: [10.1108/JKM-09-2019-0517](https://doi.org/10.1108/JKM-09-2019-0517) SSCI, IF: 4.7
- **Arefin, M. S., Alam, M. S., Li, S.L., & Long, L.R. (2020). Spillover effects of organizational politics on family satisfaction: The role of work-to-family conflict and family support.** *Personnel Review*. Vol. ahead-of-print No. ahead-of-print. DOI: [10.1108/PR-02-2020-0107](https://doi.org/10.1108/PR-02-2020-0107) SSCI, IF: 2.7
- **Arefin, M. S., Alam, M. S., & Islam, N. (2020). Organizational politics and work-family conflict: The hospitality industry in Bangladesh.** *South Asian Journal of Business Studies*. Vol. 9 No. 3, pp. 357-372. DOI: [10.1108/SAJBS-07-2019-0135](https://doi.org/10.1108/SAJBS-07-2019-0135) Scopus (CiteScore 2.9), ESCI, ABDC-C, Q2
- **Rasul, T., Hoque, M. R., & Arefin, M. S. (2020). Social Media for Web-Communities of Female Entrepreneurs: A Prisma-Compliant Exploration.** *International Journal of Web Based Communities*, 16 (4), 396-409, DOI: [10.1504/IJWBC.2020.111379](https://doi.org/10.1504/IJWBC.2020.111379) Scopus (CiteScore 1.3), Scopus, ABDC-B, ESCI, Q3
- **Al-Amin, M., Arefin, M. S., Sultana, N., Islam, R., Jahan, I., & Akhter, A. (2020). Evaluating the Customers' Dining Attitudes, E-satisfaction and Continuance Intention toward Mobile Food Ordering Apps (MFOAs): Evidence from Bangladesh.** *European Journal of Management and Business Economics*. Vol. ahead-of-print No. ahead-of-print. Scopus (CiteScore 4.1), ESCI, Q1

Under Review

- **Arefin, M. S., Faroque, O., Zhang, J., & Long, L.R. (2020). How Do Servant Leadership and High-Performance Work Systems Influence Employee Behaviors? An Emerging Market Perspective.** *International Journal of Emerging Markets*. SSCI, IF: 1.02

- **Arefin, M. S., Roy, I., Chowdhury, S., & Alam, M. S. (2020). Employer Safety Obligations, Safety Climate, and Safety Behaviors in the Ready-Made Garment Context in Bangladesh, *Journal of Safety Research*. SSCI, IF: 2.86**

2019

- Arefin, M. S., Alam, M. S., Islam, M. R., & Rahaman, M. (2019). **High-performance work systems and job engagement: The mediating role of psychological empowerment.** *Cogent Business & Management*, 6(1), 1664204. DOI: [10.1080/23311975.2019.1664204](https://doi.org/10.1080/23311975.2019.1664204) Scopus, ESCI, Q2
- Arefin, M. S., & Islam, N. (2019). **A Study on the Motivation to Transfer Training in the Banking Industry of Bangladesh.** *South Asian Journal of Human Resources Management*, 6(1), 45-72. DOI: [10.1177/2322093718803210](https://doi.org/10.1177/2322093718803210) Scopus, ESCI, ABDC-C, ABS, Q3

2018

- Islam, N., **Arefin, M.S.**, Chanda, A., Azam, A., Tajrian, A., Khan, M. R., ... & Nazrul, T. (2018). **Factors Influencing the Development of Women Entrepreneurship in Beauty-Care and Parlor Industry of Bangladesh.** In *"International Conference on Fostering Innovation in Financial Inclusion – Strengthening Responsible Finance in the Digital Economy"* on 16 February 2018 at KMC Interact Hall of School of Business, Manipal, India

2017

- Islam, N., **Arefin, M. S.**, Hasan, K. N., Omi, M. H., Murshed, M. M., Tazwar, Z., ... & Nazrul, T. (2017). **An Analysis of Customers' Satisfaction of Super Markets in Bangladesh.** *International Journal of Research in Business, Economics and Management*, 1(3), 203-220.
- **Arefin, M.S.**, Hoque, M.R., Bhuiyan, Y.A., & Islam, N. (2017). **Impact of E-Recruiting System Implementation on HR Professionals' Attitude, Affective Commitment and Turnover Intension: Application of UTAUT Model.** *The Business Review*, Vol. 5, p. 125-144.
- **Arefin, M.S.**, Islam, M.R., Mustafi, M.A., & Afrin, S., Islam, N. (2017). **Impact of Smartphone Addiction on Business Students' Academic Performance: A Case Study,** *Independent Journal of Management & Production*, 8(3), 955-975, DOI: <https://doi.org/10.14807/ijmp.v8i3.629> ESCI
- **Arefin, M.S.**, Islam, N., & Bapi, A. (2017). **A Multivariate Analysis of Safety Climate of Readymade Garment (RMG) Industry of Bangladesh.** *Sankhya –International Journal of Management and Technology*, 6(1), 72-87.
- Islam, N., **Arefin, M. S.**, Nigar, T., Haque, S. N., Haq, K. I., Emran, M., ... & Nazrul, T. (2017). **Street food eating habits in Bangladesh: A study on Dhaka city.** *Int. Journal of Management and Development Studies*, 6(9), 49-57.
- Uddin, S. M. N., **Arefin, M. S.**, Ferdous, F. & Mustafi, M. A. A. (2017). **The Impact of Corporate Governance on Firm Performance in Commercial Banks of Bangladesh,** *ABC Journal of Advanced Research*, 6(2), pp. 53-68. DOI: 10.18034/abcjar.v6i2.70.
- Islam, N., & **Arefin, M. S.** (2017). **Nazrul's Contributions in Equality and Egalitarianism: Twenty First Century Perspective.** In *Conference on Nazrul in 21st Century at Uttara University, November 21, 2017, Bangladesh.*

2016

- **Arefin, M.S. & Islam, N. (2016). Factors Influencing Motivation of Transfer of Training: A Study on Banking Sector of Bangladesh.** *In International Conference on Business Management, Economics, and Social Sciences, 21–23 December 2016, Dhaka, Bangladesh*
- **Arefin, M.S., Hoque, M.R., Bhuiyan, Y.A., & Islam, N. (2016). Impact of E-Recruiting System Implementation on HR Professionals' Attitude, Affective Commitment and Turnover Intension: Application of UTAUT Model.** *In International Conference on Business Management, Economics, and Social Sciences, 21–23 December 2016, Dhaka, Bangladesh*
- **Uddin, S.M.N., Arefin, M.S., & Mustafi, M.A. (2016). The Impact of Corporate Governance on Firm Performance in Listed Companies of Bangladesh.** *In International Conference on Business Management, Economics, and Social Sciences, 21–23 December 2016, Dhaka, Bangladesh*
- **Islam, M.R., Arefin, M.S., Mustafi, M.A., & Afrin, S. (2016). Impact of Smartphone Addiction on Business Students' Academic Performance.** *In International Conference on Business Management, Economics, and Social Sciences, 21–23 December 2016, Dhaka, Bangladesh*
- **Islam, A.K.M.S., Islam, N. & Arefin, M.S. (2016). Measurement of Service Quality of Titas Gas Transmission and Distribution Company Limited (TGTDCL) Bangladesh.** *In International Conference on Business Management, Economics, and Social Science, 21–23 December 2016, Dhaka, Bangladesh*

2015

- **Arefin, M.S., Hoque, M.R., Bao, Y. (2015). The Impact of Business Intelligence on Organization's Effectiveness: An Empirical Study,** *Journal of Systems and Information Technology, Vol. 17(3), p. 263-285; DOI:[10.1108/JSIT-09-2014-0067](https://doi.org/10.1108/JSIT-09-2014-0067) Scopus, ESCI, ABDC-B*
- **Arefin, M.S., Arif, I., & Raquib, M. (2015). High-Performance Work Systems and Proactive Behavior: The Mediating Role of Psychological Empowerment.** *International Journal of Business and Management, 10(3), p.132-140*
- **Arefin, M.S., Arif, I., & Raquib, M. (2015). The mediating Role of Psychological Empowerment in the Relationship between High-Performance Work Systems and Organizational Citizenship Behavior.** *European Scientific Journal, 11(2), p.264-277.*
- **Arefin, M.S., Raquib, M., & Arif, I. (2015). The Relationship between High-Performance Work Systems and Proactive Behaviors: The Mediating Role of Perceived Organizational Support.** *European Scientific Journal, 11(2), p.312-325.*
- **Arefin, M.S., Hoque, M.R., Ahmed, E. (2015). Role of ICT4D Project for Rural Development in a South Asian Country,** *In 29th Australian and New Zealand Academy of Management Conference, Queenstown, New Zealand.*

2011

- **Alam M.S., Rajib, M.S.U., Arefin, M. S. (2011). Critical Success Factors of Re-engineering in the Production Process: SMEs Sector of Bangladesh,** *Applied Mechanics and Materials, Vols. 44-47, p.804-808*

- **Arefin, M.S.,** Rajib, M.S.U., Bhuiyan, M.Y.A (2011). **Mission Statements of Pharmaceutical Firms in Bangladesh: Missing Link and Probable Impact**, *RISUS. Journal on Innovation and Sustainability, Brazil*, Vol. 2, No-3, p.52-58.
- **Arefin, M.S.,** Alam M.S., Masum, M.H., (2011). **Kaizen or Innovation? Finding a Better Fit for Bangladeshi Mobile Telecommunication Companies**, *The Eastern University Journal*, Vol. 4, No. 3, p. 78-88

2010

- **Arefin, M.S.** (2010). **A Content Analysis of Mission Statement of Pharmaceutical Firms of Bangladesh**, *Southeast University Journal of Business Studies*, Vol. 6(2), p. 85-96
- Alam M.S., Rajib, M.S.U., **Arefin, M.S.** (2010). **Cultural Transition and Innovative Entrepreneurship**, *In Fifth International Conference on Product Innovation Management, China*.
- Nahar, R., Ullah, K.T., **Arefin, M.S.** (2010). **Measuring Job Satisfaction of Nurses in Bangladesh. What we have learned?** *In Third International Conference of Global Business and Management Forum, Dhaka, Bangladesh*.
- Alam M.S., Rajib, M.S.U., **Arefin, M.S.** (2010). **Cost of Quality Considering the Latent Variable: SMEs Sector of Bangladesh**, *In The Seventh International Conference on Innovation and Management, Wuhan University of Technology, China*.
- Alam M.S., Rajib, M.S.U., **Arefin, M.S.** (2010). **A Case Study on Integrating Logistics Information Systems with the Corporate Resources**, *In The Seventh International Conference on Innovation and Management, Wuhan University of Technology, China*.
- Alam M.S., Rajib, M.S.U., **Arefin, M.S.** (2010). **Managing Rapid Change Through Re-Engineering: An Object Oriented Successful Implementation Perspective**, *In 3rd International Institute of Statistics & Management Engineering Symposium, Weihai, China*.

2007

- Rahman, M.M., Alam, S.M.S., & **Arefin, M.S.** (2007). **The Relationship between Carbon Emission (CO₂) and Economic Growth in Bangladesh**, *The Chittagong University Journal of Business Administration*, Vol.22. p. 373-384

Teaching

Department of Management Studies, **Bangabandhu Sheikh Mujibur Rahman Science and Technology University**, Gopalganj, Bangladesh

- Strategic Human Resources Management (~60 graduate students), 2018 – 2019
- Compensation Management (~30 graduate students), 2018 – 2019
- Management Control Systems (~60 graduate students), 2019 – 2020
- Principles of Management (~70 students), 2019 – 2020
- Management of Change (~60 students), 2019

- Operations Management (~60 students), 2018 – 2020

School of Business, **Uttara University**, Dhaka, Bangladesh

- Strategic Human Resources Management (~50 graduate students), Spring 2016 – 2018
- Human Resources Planning (~100 graduate students), Spring 2016 – 2018
- Compensation Management (~50 graduate students), Spring 2016 – 2017
- Human Resources Management (~100 students), Spring 2016 – 2018
- Operations Management (~30 graduate students), Fall 2016
- Principles of Management (~150 students), Fall 2016 – 2018
- Business Communication (~50 students), Spring 2016 – 2018
- Strategic Management (~150 students), Fall 2016 – 2018

Department of Business Administration, **Bangladesh University of Professionals**, Dhaka, Bangladesh

- Principles of Management (~100 students), Summer 2013

School of Business, **Southeast University**, Dhaka, Bangladesh

- Strategic Human Resources Management (~50 graduate students), Spring 2009 – 2012
- Compensation Management (~50 graduate students), Spring 2010 – 2012
- Human Resources Management (~50 graduate students), Fall 2009 – 2012
- Operations Management (~140 students), Fall 2009 – 2012
- Principles of Management (~70 students), Fall 2010 – 2011

Professional Services

- **Administrative Experience**
 - **Assistant Proctor**, Bangabandhu Sheikh Mujibur Rahman Science and Technology University, Gopalganj, 2018 - Present
 - **Additional Director**, Institutional Quality Assurance Cell (IQAC), A Project under UGC, Bangladesh and HEQEP, World Bank, Uttara University, 2017-2018.
- **Quality Expert**
 - **External Peer Reviewer** (Subject Expert, Local) for the Program of Bachelor of Arts in Tourism & Hospitality Management (BATHM), IUBAT, Dhaka, Bangladesh, 12-14 November, 2017.
- **Journal Reviewer**
 - International Journal of Hospitality Management, *Elsevier*, SSCI, 2020-2021
 - Journal of Retailing and Consumer Services, *Elsevier*, SSCI, 2020-2021

- International Journal of Emerging Markets, ***Emerald***, SSCI, 2019-2020
- Sage Open, ***Sage***, SSCI, 2019-2020
- South Asian Journal of Business Studies, ***Emerald***, SCOPUS, 2019-2020
- **Journal Editor**
 - Article editor, ***Sage Open***, 2020
 - Executive Editor, ***The Business Review***, 2017
- **Track Co-Chair**
 - Track Co-Chair for the Human Resources Management Track at the Dhaka International Conference Business and Social Science Research Conference (DIBSSRC), 2016
 - Track Co-Chair for the Management and HRM Issues in Business Track at the International Conference on Business Management, Economics, and Social Science (ICBMESS), 2016
- **Program Committee Member**
 - Dhaka International Conference Business and Social Science Research Conference (DIBSSRC), 2016
 - International Conference on Business Management, Economics, and Social Science (ICBMESS), 2016

Training

- Two weeks Professional Training on "Training for Professional Development on Quality Assurance in Higher Education", Held at BRAC CDM, Rajendrepur, Gazipur, Organized by Quality Assurance Unit (QAU), Higher Education Quality Enhancement Project (HEQEP), UGC, Bangladesh. 09 - 20 July, 2017.
- A Two-day workshop on "Structural Equation Modeling (SEM): Basics and Applications for Publishing Research Paper (Software package: SmartPLS and AMOS 20.0)" 6-7 January 2017, Organized by School of Business, Uttara University, Trainer: Dr. Khan Md. Raziuddin Taufique
- A day long workshop on "Faculty Development for Quality Culture in Teaching-Learning Process" 18 February 2018, Organized by Institutional Quality Assurance Cell (IQAC), Uttara University, Trainer: Dr. Ampu Harikrishnan
- A day long workshop on "Curriculum Design and Development for BBA, MBA & EMBA Programs" 18 February 2018, Organized by School of Business, Uttara University
- A Two-day workshop on "Training on Curriculum Development & Self Assessment" 13-14 February 2016, Organized by Institutional Quality Assurance Cell (IQAC), Uttara University, Trainer: Prof. Dr. Md. Mozahar Ali, Dr. M. Javed Ali Mirza, Dr. Md. Golam Mortuza
- A Two-day workshop on "Training on Curriculum Development & Self-Assessment" 5-6 March 2016, Organized by Institutional Quality Assurance Cell (IQAC), Uttara University,

Trainer: Prof. Dr. Samsuddoha, Prof. Dr. Debi Narayan Rudra Paul, Prof. Dr. ASM Shahabuddin, Prof. Dr. Nazrul Islam

- A day long workshop on "Training on the Role and Responsibility & Ethical Principles of the University Teachers", 14 May 2016 Organized by Institutional Quality Assurance Cell (IQAC), Uttara University, Trainer: Md. Musharraf Hossain
- A Two-day workshop on "Training on Teaching Learning Method & Techniques" 10-11 June 2017, Organized by Institutional Quality Assurance Cell (IQAC), Uttara University, Trainer: Prof. Dr. Md. Mozahar Ali

Awards

- Chinese Government Scholarship, China, For PhD, 2012
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Contact

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