

## Curriculum Vitae

### Dr. Md. Zahidul Islam

Associate Professor,  
Department of Management  
Jatiya Kabi Kazi Nazrul Islam University  
Trishal- Mymensingh, Bangladesh.  
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### PROFESSIONAL PROFILE

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Quantitative research and policy analysis expert with over 13 years of academic and research experience, including hands-on expertise in STATA and EVIEWS. Specialized in econometric modeling, panel and time series analysis, and evidence-based policy research with a track record of peer-reviewed publications in Scopus Q1-Q3 journals. Proven experience in training adult learners, supervising postgraduate research, and publishing in socio-economic and governance domains.

### EDUCATION

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| Year      | Degree and Institution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| 2019-2023 | Ph.D. (Industrial Economics) 3.80 out of 4.00<br>(Achieved Academic Excellent Award-2 <sup>nd</sup> position)<br>School of International Trade and Economics (SITE) - University of International Business and Economics (UIBE), Beijing, China.<br>(SITE is a top-tier economics and international trade school under UIBE, recognized by China's Ministry of Education as a 'Double First-Class' institution)<br><i>Thesis Title: The Impact of R&amp;D, Innovation, and Productivity on Economic Growth in Middle-Income Countries.</i> |
| 2007      | PGDPM (Post Graduate Diploma in Personnel Management)<br>Bangladesh Institute of Management (BIM), 3.75 out of 4.00                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 2004-2005 | MBA (Human Resources Management (HRM))<br>University of Dhaka, Bangladesh, 3.69 out of 4.00                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2000-2004 | BBA (Management Studies)<br>University of Dhaka, Bangladesh, 3.56 out of 4.00                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 1999      | Higher Secondary School Certificate (HSC), Commerce<br>Narikelbaria College, Jhenidah,<br>First Division (72.9% marks)                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1997      | Secondary School Certificate (SSC), Social Studies<br>Narikelbaria Z. A High School, Jhenidah<br>First Division (65.7% marks)                                                                                                                                                                                                                                                                                                                                                                                                              |

## TECHNICAL AND ANALYTICAL SKILLS

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- **Statistical Software:** STATA (Advanced), SPSS, EVIEWS
- **Qualitative Analysis:** Thematic & Content Analysis
- **Data Analysis:** Time Series and Panel Data
- **Methods:** ARDL, GMM, GLS, PCSE, DSUR, DCCE, AMG, CCEMG, NARDL etc.
- **Research Areas:** Environmental & Industrial Economics, Public Policy, Innovation, Labor Productivity

## RELEVANT EXPERIENCE

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### Associate Professor

Jatiya Kabi Kazi Nazrul Islam University, Mymensingh | *September 2025 – Present*

- Conducted quantitative research in industrial, energy and environmental economics using STATA and EVIEWS.
- Supervised 10+ Master's theses and 15+ internships involving data-intensive projects.

### Assistant Professor

Manarat International University, Dhaka | *June 2016 – September 2025*

- Conducted quantitative research in industrial and environmental economics using STATA and EVIEWS.
- Supervised 50+ Master's theses and 600+ internships involving data-intensive projects.
- Designed and delivered training modules for undergraduates (BBA) and MBAs in research methodology and data analysis.
- Coordinated MBA program and participated in IQAC curriculum reforms with quantitative metrics.

### Lecturer (Only post)

University of Technology and Applied Sciences, Oman | *Apr 2018 – Aug 2018*

- Taught Strategic Management and Operations, integrating empirical case studies using real-world economic datasets.

### Lecturer & Senior Lecturer

Northern University Bangladesh & Manarat International University | *2008 – 2016*

- Led research-based teaching in Organizational Behavior and HR Metrics
- Provided one-on-one research mentoring for BBA/MBA students involving SPSS/EXCEL-based thesis work

## PUBLICATIONS

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### 2026

1. **Islam, M. Z.,** Hossain, M. S., Amin, M. B., & Oláh, J. (2026). Renewable energy and CO<sub>2</sub> emissions in middle-income economies: The roles of FDI, innovation, and industrialization under the EKC. *Energy Conversion and Management: X*, [*Scopus Q1, WoS-SCIE, Cite Score 7.6, IF 11.3*] 101793. <https://doi.org/10.1016/j.ecmx.2026.101793>

### 2025

2. **Islam, M. Z.,** Hossain, M. S., Amin, M. B., Ahamed, M. M., & Oláh, J. (2025). The asymmetric impacts of remittances on innovation in middle-income economies: A nonlinear autoregressive distributed lag approach. *Journal of Innovation & Knowledge*, 10(6), [*Scopus*

- Q1, ABDC-A, SSCI, WoS-SCIE, Cite Score 20.5, IF 15.5]** 100817.  
<https://doi.org/10.1016/j.jik.2025.100817>
3. **Islam, M. Z.**, Ali, M. S., Roy, C. K., & Miah, T. (2025). The moderating role of temperature on the labor productivity-RMG exports nexus in an emerging economy: Controlling real interest rate and inflation. *Environment, Development and Sustainability*, 1-23. [**Scopus Q1, WoS-SCIE, CiteScore 10.2, IF 4.7**]. <https://doi.org/10.1007/s10668-025-06018-5>
  4. **Islam, M. Z.**, Masum, M., Islam, M. F., Nabi, M. N., & Rahman, M. S. (2025). Innovation and economic growth in middle-income countries: The moderating role of remittances. *Asian Journal of Economic Modelling*, 13(1), 37-57. [**Scopus-Q3, CiteScore 1.2**]. <https://doi.org/10.55493/5009.v13i1.5308>
  5. Hossain, M.S., Ali, M.S., **Islam, M.Z.**, Safiuddin, M., Ling, C.C. & Fung, C.Y. (2025). The Nexus of Tax Avoidance and Firms Characteristics - Do Independent Directors Have a Role? Evidence from an Emerging Economy. *Journal of Accounting in Emerging Economies*, Vol. 15 (5). [**Scopus Q2, ABDC B and WoS-ESCI, CiteScore 6.8, IF 3.2**]. <https://doi.org/10.1108/JAEE-03-2024-0120>
- 2024**
6. **Islam, M. Z.**, Rahaman, S. H., & Chen, F. (2024). How do R&D and remittances affect economic growth? Evidence from middle-income countries. *Heliyon*. Vol. 10 (9) [**Scopus Q1, Pubmed and WoS-SCIE, Cite Score: 5.6, IF: 4.0**] DOI: <https://doi.org/10.1016/j.heliyon.2024.e30160>.
  7. Hossain, M.S., Ali, M.S., **Islam, M.Z.**, Ling, C.C. & Fung, C.Y. (2024). Nexus between profitability, firm size, leverage, and tax avoidance: evidence from an emerging economy, *Asian Review of Accounting*, Vol. 32 No. 5, pp. 759-780. [**Scopus Q2, ABS 2, ABDC-B and WoS-ESCI, Cite Score: 3.2, IF: 2.3**], <https://doi.org/10.1108/ARA-08-2023-0238>
  8. Hossain, M.S., **Islam, M.Z.**, Ali, M.S., Safiuddin, M., Ling, C.C. & Fung, C.Y. (2024). The Nexus of Tax Avoidance and Firms Characteristics - Does Board Gender Diversity have a role? Evidence from an Emerging Economy. *Asia Pacific Journal of Business Administration*, Vol. 17 No. 2, pp. 401-427. <https://doi.org/10.1108/APJBA-10-2023-0521> [**Scopus Q1, ABDC-C and WoS-ESCI, CiteScore 7.2, IF:3.6**]

#### Peer review journal publications

1. **Islam, M. Z.**, (2011). "Efficiency Measurement of General Activities of One Stop Crisis Centre: A Study on Khulna Medical College Hospital" Published in the Journal of Education and Practice (USA), ISSN 2222-1735 (Paper) ISSN 2222-288X (Online). Vol-02 (5): 29-35
2. Ahamed, M. M., **Islam, M. Z.**, and Rahman, S. H., (2011). "Causes of Employee Turnover and Its Impact on Pretty Group: An analysis" Published in the Journal of Manarat International University Studies, ISSN 1815-6754. Vol-02 (01): 43-54
3. **Islam, M. Z.**, (2011). "Measuring Customer Satisfaction of Mobile Phone Users: A Comparative Study between Grameen Phone and Teletalk Based on Khulna City" Published in the European Journal of Business and Management (USA), ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online). Vol-03 (06): 20-28
4. Khan, S. M., Hossain, M. A. and **Islam, M. Z.**, (2013). "Measuring Customers Overall Attitude towards Grameen Phone and Banglalink with Special Reference to Fishbeins

Multi-Attribute Attitude Model: A Study on Khulna City” Published in **Dhaka University Journal of Business Studies**, ISSN: 1682-2498. Vol. 34 (02): 247-253

5. **Islam, M. Z., (2014).** “Human Resource Management Practices and Job Satisfaction: A Study on Some Selected Private Commercial Banks in Bangladesh” published in the 3<sup>rd</sup> issue of Manarat International University Studies, ISSN 1815-6754. Vol-03 (01): 09-18
6. **Islam, M. Z., (2015).** “Evolution of Human Resource Management and Its Impact on Organizational Success” Published in the International Journal of Advance Research in Computer Science and Management Studies (India), ISSN: 2327782. Vol-3 (02): 301-309
7. **Islam, M. Z., and Amin, M. R., (2015).** “Use of Facebook and Its Impact on Education: A Study on the Students of Private Universities in Bangladesh” Published in International Journal of Business and Technopreneurship- **University Malaysia Perlis (UniMAP)**. ISSN (P): 2231-7090, ISSN (E): 2232-1543. Vol. 5 (01): 62-73
8. **Islam, M. Z., (2015).** “Measuring Consumer Attitude toward the Perception of Purchasing SmartPhone: A Study on Some Selected Brands in Bangladesh” published to the journal of ASA University Review. ISSN 1997-6925. Vol-09 (01): 151-161
9. **Islam M. Z., (2015).** “Efficiency of Training: A Comparative Study on Some Selected Commercial Banks in Bangladesh” Published in the Journal of Asian Business Strategy (Malaysia), ISSN (P): 2309-8295, ISSN (E): 2225-4226. Vol-5(6): 116-124
10. **Islam M. Z., (2015).** “Obligation of Human Resource Management for Retaining Employees and Increasing Organizational Performance” published in the Journal of European Journal of Innovative Business Management ISSN 2056-9904 Vol-02: 01-05
11. **Islam, M. Z., (2015).** “Maternity Benefits in Bangladesh Labor Law: A Study on apparel Industry” published in the journal of Manarat International University Studies ISSN 1815-6754. Vol-04 (01): 01-11
12. **Islam, M. Z., and Ahamed, M. M., (2015).** “Emotional Intelligences and Development of Human Capital: A Study on Some Selected Private Commercial Banks in Bangladesh” Published in Business Review, a journal of Business Administration Discipline, **Khulna University Bangladesh**, ISSN 1811-3788. Vol-10 (01 & 02): 46-54
13. **Islam, M. Z., and Hossain, M. S., (2015).** “Challenges and Opportunities of Human Resource Management Practices: Evidence from Private Commercial Banks in Bangladesh” published in the journal of Manarat International University Studies ISSN 1815-6754. Vol-05 (01): 23-33
14. Hossain, M. A. and **Islam, M. Z., (2015).** “Marketing Mix (7ps) and Marketing Performance of Some Selected Islamic Banks: An Analysis” published in Bangladesh journal of MIS, a **Journal of Department of MIS, University of Dhaka**, ISSN 2073-9737. Vol-07 (01): 51-61
15. **Islam, M. Z., and Uddin, M. H., (2016).** “House Rent Hiking and Its Impact on the Life of City Dwellers: A Study on Badda Area in Dhaka City” has published to the journal of ASA University Review. ISSN 1997-6925. Vol-10 (01): 229-229
16. **Islam, M. Z., and Ruhul, A. M. (2018).** “Succession Planning and Organizational Success: A Study on Mobile Phone Operators in Bangladesh, published in the Journal of Islami University Review, (latest publication) **Islami University, Kustia**, vol, no. 1, July December 2014
17. **Islam, M. Z. and Hossain, M. A., (2019).** “Non-Financial Incentives and Retention of Employees: A Study on Some Selected Private Universities in Bangladesh” Published in

### Papers in Process

1. **Islam, M. Z. (2026).** Total Factor of Productivity and Growth Nexus in Middle-Income Economies: The Moderating Role of R&D and Innovation **has been accepted** for publication in the *Croatian Economic Survey*. It will appear in the next issue of the journal in December 2025, Vol. 27(2). [*Scopus Q3, and WoS-ESCI, CiteScore 0.9, IF 0.5*]
2. **Islam, M. Z. (2026).** Does the total factor of productivity cause environmental pollution in middle-income countries? Evidence based on the EKC hypothesis. **Under First review** in the Journal of *Natural Resource Forum* [*SCI, Scopus index, Q1, Impact Factor: 4.32*]
3. **Islam, M. Z. (2026).** The exports and financial development nexus in middle-income economies: A dual approach to asymmetric and symmetric impacts. Submitted to *the Journal of Experimental Economics* [*SCI, Scopus index, Q1*]
4. **Islam, M. Z. (2026).** Do energy cost asymmetries outweigh labor productivity gains in RMG exports in Bangladesh? A NARDL investigation. Submitted to the *Journal of Economic and Administrative Sciences*. [*SCI, Scopus index, Q2*]

### EXPOSER AS A REVIEWER

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1. Economics of innovation and new technology [*Scopus Q1, ABDC B and WoS-ESCI*]
2. Environment, development, and sustainability [*Scopus Q1 and WoS-ESCI*]
3. Journal of economic and administrative sciences [*Scopus Q2, ABDC B and WoS-ESCI*]
4. Journal of the knowledge economy [*Scopus Q1, and WoS-ESCI*]
5. Natural resources forum [*Scopus 2, ABDC C and WoS-ESCI*]

### THESIS AND RESEARCH SUPERVISION

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*Thesis:* MBA Program – 50 Students (Approximate)

*Internship:* MBA Program – 250 Students (Approximate)

BBA Program – 430 Students (Approximate)

### INTERESTS

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*Research:* Environmental Economics, Industrial Economics, Time Series & Panel Data, Human Resource Management.

*Teaching:* Strategic Management, Industrial Law, Operations Management, Human Resource Management, Compensation Management, Entrepreneurship Development, Organizational Behavior.

### SCHOLARSHIPS & AWARDS

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#### *Scholarships:*

Year **20019 to 2023**

Nature of **FULL-FUNDED GOVERNMENT SCHOLARSHIP** for Ph.D. program.

Scholarship By the China Scholarship Council (CSC), Beijing, China.

### ***Academic Excellence Award:***

|                       |                                                                                                                                    |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Year                  | <b>2022</b>                                                                                                                        |
| Nature of Scholarship | Awarded by the School of International Business and Economics, University of International Business and Economics, Beijing, China. |

### **ADMINISTRATIVE EXPERIENCES**

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#### *University Level:*

1. **Additional Director**, IQAC, Jatiya Kabi Kazi Nazrul Islam University (JKKNIU) (from November 2025 to present)
2. **Managing Editor**, Journal of Manarat International University Studies (mius.manarat.ac.bd) (from January 2025 to September, 2025).
3. **Moderator**, Cultural Club, Manarat International University (MIU) since 2023
4. **Assistant Moderator**, Sport Club, MIU.
5. **Assistant Moderator**, Social Welfare Club, MIU.

#### *Faculty Level:*

6. **Member** of all kind of administrative committee, Department of Management, JKKNIU
7. **Coordinator**, MBA program, Department of Business Administration, Manarat International University (MIU) from January 2019 to August 2019.
8. **Member** of the Higher Committee of IQAC for curriculum development at MIU (from June, 2022 to September 2025).

### **CONFERENCES**

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1. **Islam, M. Z., (2025)**. Bangladesh's second revolution: Reconstructing a nation with the spirit of July. Presented at the 1<sup>st</sup> International Conference on Bangladesh Studies, held 19-20 April 2025, **Istanbul, Turkey**.
2. Mahmud, A. A., **Islam, M. Z.**, and Razib, N. H. **(2018)**. Business Professional's Digital Competence in the Fourth Industrial Revolution Era. Presented at the 3<sup>rd</sup> International Conference on Business Management, held 07-08 October 2018, **Penang, Malaysia**. Conference Theme: IR 4.0 Navigating the Future.
3. **Islam, M. Z.**, Mahmud, A. A., and Razib, N. H. **(2017)**. Private Schools in Dhaka: An Analysis from Entrepreneur Perspectives. Presented at the 16<sup>th</sup> International Entrepreneurship Forum (IEF) Conference, held 14-16 September 2017, **Kathmandu, Nepal**, Conference Theme: Sustainable Entrepreneurship and Economic Development.
4. **Islam, M. Z., (2017)**. 7<sup>th</sup> International Conference on GNH of Business, held 07-09 November 2017. **Thimphu, Bhutan**, participates as a participant.

### **SEMINAR & WORKSHOP**

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#### **Research:**

1. Guide to Authorship with Springer Nature hosted by Springer Nature, 6<sup>th</sup> June 2023.
2. Enhance Research IMPACT: Practical Approaches to Theoretical Novelty and Native Theorizing, Host: SAGE Publishing, 30<sup>th</sup> June 2022.
3. Webinar on How to Publish with Oxford Journals, Oxford University Press, 31st May, 2022
4. Enhance Research IMPACT: Practical Approaches to Theoretical Novelty and Native Theorizing by SAGE Publishing, 30<sup>th</sup> June, 2022.

### Others:

5. Workshop on Guide to Authorship (Journal Editing and Book Publishing) hosted by Caroline Herdson, Editor, Adis, Springer Nature, Wednesday 12 June 2024.
6. A workshop on Cyber Crime Awareness and Preventing Violent Extremism (PVE) was held on 24th February 2019 at Bishwo Shahitto Kendro, Dhaka, Bangladesh, organized by the Cyber Crime Awareness Foundation in collaboration with the Manusher Jonno Foundation (MJF).
7. Workshop on “STATA” for two days (January 2-3, 2020), organized by Global Public Health Research Foundation, Dhaka, Bangladesh.

### TRAINING SUMMARY

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1. “Compliance Management for BAC Accreditation” organized by **the Bangladesh Accreditation Council (BAC) and held at Hotel Intercontinental, Dhaka**, on 15 June 2026.
2. “Faculty Development Program” organized by Manarat International University (MIU), held at Gulshan Campus, Dhaka on 20 December 2024, conducted by Dr. Mokarram Hossain, Swansea University, UK.
3. “Training on BNQF for Quality Enhancement of Higher Education and Compliance of Accreditation Standards and Criteria” was organized by **the Bangladesh Accreditation Council (BAC) and held at Hotel Intercontinental, Dhaka**, on 18-19 May 2022.
4. “Continuous Improvement in Quality Teaching” conducted by Prof. Dr. M. Shamsul Haque (Vice Chancellor of NUB) and Dr. ANM Meshquat Uddin (Pro Vice Chancellor of Prime Asia University) on January 08, **2009**.
5. “Development of Teaching Technique” conducted by Prof. Mustofa Kamal, Department of Business Administration, Northern University Bangladesh on August 09, **2008**.

### REFEREES

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#### 1. Dr. Xiaoyong Cao

Chair of School Council

Professor of Economics

School of International Trade and

Economics

University of International Business and  
Economics

Beijing, China, 100029

E-mail: yongcx2000@uibe.edu.cn

#### 2. Md. Tanjil Hossain

Professor

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#### Declaration of Authenticity

I declare hereby that all information I have presented is true to my knowledge. If required and where applicable, this document can be supported by authentic certificates / papers.