

**CURRICULUM VITAE
OF
AFROZA BULBUL AFRIN**

Menelik Houses, Unit # 2, Menelik Road off Ngong Road
(opposite of Menelik Twin Tower), Nairobi, Kenya
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EXPERIENCE

Academic: 13+ years
Administrative: 5 years 8 months

CURRENT POSITION

Associate Professor of Management

Editor - International Journal: 1
Reviewer - International Journal: 3
Member- Research Organisation: 4

RESEARCH AND PUBLICATIONS

Journal Articles: 12
Books and Chapters: 5
Case: 1
Conference Papers: 8
Submitted Papers: 3
Work in progress: 3

ACHIEVEMENT

Interns' placement and supervision: 200+ students
Redesign curriculum: 12 courses of Business Administration
Industrial tours arranged for students: 5 tours

EDUCATION

Ph.D in Business Administration, Area of research is Total Quality Management
MBA, Major in Management
BBA, Major in Management

TRAINING AND WORKSHOPS

Number of Training and Workshops Attended: 8

SUBJECTS TAUGHT

Fundamentals of Management, Operations Management, Human Resource Management, Strategy in Business, Industrial Management, Human Resource Development, Introduction to Business, Business Communications, Legal Environment for Business, Organizational Behavior, Industrial Relations, Entrepreneurship Development, and Total Quality Management (TQM).

SUBJECTS INTERESTED TO TEACH

Fundamentals of Management, Advanced Management, Total Quality Management, Operations Management, Quantitative Decision Making, Human Resource Development, Human Resource Management, Strategy in Business, Organizational Behavior, Entrepreneurship Development and Research Methodology.

PRÉCIS

In 2004, I joined as a Lecturer in Management at International Islamic University Chittagong, Bangladesh under the department of Business Administration. I was promoted as an Assistant Professor of Management in 2008 and as an Associate Professor of Management in 2014. During this thirteen (13) years of my working experience, I have undertaken some management related courses of a number of undergraduate and postgraduate students of the same department. As a part of my duties and responsibilities, I have to formulate course outlines, get ready lecture notes, deliver lectures in class rooms (under graduate and post graduate level), set questions, conduct exams and evaluate the scripts, concoct the results and counsel the students. As a part of course curriculum, I use to arrange some industrial study tours for the students from where the students are equipped with some practical knowledge. Along with the classroom teaching, I also supervise the internship students from both the programs. By this time, I have supervised (with their placement) more than two hundred (200) students who had their major in Management and Human Resource Management (HRM). Side by side, I did my administrative duties and responsibilities as the Female Hostel Worden, Female Campus In-charge and as MBA coordinator for Female Campus.

I am one of the active team members of ‘University level course curriculum development and text book writing project’ of International Institute of Islamic Thought (IIIT), USA, which is being implemented by Bangladesh Institute of Islamic Thought (BIIT), Bangladesh, a sister concern of IIIT. Already I have developed a number curriculum of Management courses with Islamic flavor. I, in cooperation with one co-author, have got a book published on the same, which is named as ‘Islamization and Standardization of Knowledge with Special Reference to the courses of the Faculty of Business Administration’ and in association with two co-authors, also have got a book published titled ‘Total Quality Management (TQM): Conventional and Islamic Perspective’, which is now being taught in some universities in Bangladesh.

My areas of interest for research are Management in general and HRM and TQM from Islamic perspective in particular. As a part of my research achievement, I have got five (5) books and chapters of books published from home and abroad and twelve (12) articles published in different referred International Journals. I also presented some papers in some International Conferences abroad. Two of my papers got the ‘Best Paper Award’ certificate. Some papers are in progress. As the vision of my life is to please Allāh (swt) through all of my activities, my attentiveness to conduct any research is ‘from Islamic perspective’. As a result, I have chosen the topic ‘A Proposed Model of Continuous Improvement (CI) in Total Quality Management (TQM) from Islamic Perspective’ for my Ph.D. research where I have tried to develop a new model of CI from Islamic perspective and hope the model will help the Muslim Ummah to improve their personal as well as organizational performances and quality with both the world benefit. I also have an intention to bring forth a Divine Management Model based on the practices of the Prophet (saw) and his companions.

Alongside my employer organisation, I am also associated with Center for Research on Islamic Management and Business, Dhaka, Bangladesh as Research and Publication Director; Asian Business Consortium, as General Member; Bangladesh Institute of Islamic Thought, Bangladesh as General Member; Executive Member of Yong Observer Group, Dhaka, Bangladesh; all of these are research and publication institutions. I am also one of the editors of the International Journal of Islamic Management and Business and I have reviewed some papers of some International Journals too.

I also like to talk in front of people about their rights, duties and responsibilities. Several times I discussed in some talk shows on Islamic and humanitarian issues (especially for women and children) in Bangla Vision, RTV, Channel 1, Channel 9, Islamic TV and Digonto TV (Bangladesh based television channels). Besides these, I use to talk on current affairs and humanitarian issues in front of some gatherings. I took part in some public dialogues among the civil society organized by Teachers and Students Forum, International Islamic University Chittagong, Bangladesh; Witness-Pioneer, Bangladesh and Bangladesh Islami Chhatri Songstha. One of my interviews on Education System of Bangladesh was published in Sikha Bichitra, one of the monthly Magazines in Bangladesh. I am also involved with some social development activities among the poor communities in Bangladesh.

I have some technical skills on Microsoft Word, Excel, PowerPoint, SPSS, SEM, AHP, Atlas.ti and End Notes. I have received some training on these and attended some workshops as well.

VISION AND MISSION STATEMENT

‘To please Allāh (swt) by doing the responsibilities as Khaliphatullah’ is my vision and ‘to perform all the tasks as *Ibadāh*’ is my mission. ‘Sunnat al-Allāh (swt)’ and ‘Sunnat al-Rasul (saw)’ are my pathways.

EXPERIENCE (13+ YEARS)

Academic

11 March 2014 to till now

Associate Professor of Management (on study leave), Department of Business Administration, International Islamic University Chittagong, Bangladesh -Dhaka Campus

17 November 2008 to 10 March 2014

Assistant Professor of Management, Department of Business Administration, International Islamic University Chittagong, Bangladesh – Dhaka Campus

18 September 2004 to 16 November 2008

Lecturer in Management, Department of Business Administration, International Islamic University Chittagong, Bangladesh – Dhaka Campus

Job Duties and Responsibilities

- Preparing course outline
- Preparing lecture notes
- Delivering lectures in class rooms (under graduate, graduate and post graduate levels)
- Question setting
- Conducting exams and evaluating the scripts
- Result concocting
- Student counselling
- Doing jobs as member of different committees of the department, like- academic committee, industrial tour committee, examination committee, seminar committee etc.
- Administrative job as campus in-charge assigned by the university authority.
- As warden of female hostels, I had to do all of the administrative activities associated with students' affairs at the hostels.

Administrative and others

01 June 2011 to 30 August 2011

Warden (Acting), Female Hostels, International Islamic University Chittagong, Bangladesh – Dhaka Campus

01 May 2007 to 31 December 2009

MBA Coordinator, Female Campus, International Islamic University Chittagong, Bangladesh – Dhaka Campus

15 August 2008 to 30 August 2009

In-charge, Female Campus, International Islamic University Chittagong, Bangladesh – Dhaka Campus

15 September 2006 to 30 May 2008

Warden, Female Hostels, International Islamic University Chittagong, Bangladesh – Dhaka Campus

Research and Publication Director, Center for Research on Islamic Management and Business (CRIMB), Dhaka, Bangladesh, a research and publication house

General Member (GM 75), Asian Business Consortium (ABC), an international research and publication house

Member, Bangladesh Institute of Islamic Thought (BIIT), Bangladesh, a research NGO

Director, Just Development Limited, Dhaka, Bangladesh, a private business organization

Executive Member, Yong Observer Group (YOG), Dhaka, a research organization in Bangladesh

Member Secretary, SAVE BANGLADESH, Bangladesh, a humanitarian organization

Discussant in TV Talk Show (Bangla Vision, RTV, Channel 1, Channel 9, Islamic TV, Digonto TV)

RESEARCH PUBLICATIONS

Articles Published (As Author & Co-author)

1. A Conceptual Model of Continuous Improvement in Total Quality Management from Islamic Perspective. *Australian Academy of Business and Economics Review*, Vol. 4, No. 1, January, 2018, pp.1-16.
www.aaber.com.au/index.php/AABER/article/download/64/64
2. Users' Perception on Voluntary Disclosures in Bangladeshi Corporate Annual Reports. *International Journal of Ethics in Social Sciences*, Vol 4, No. 1, June 2016. <http://www.crimbbd.org/ijess/international-journal-of-ethics-in-social-science/>
3. The Impact of Human Resource Development (HRD) Practices on Organizational Effectiveness: A Review. *Asian Business Review*, Vol 6, No 3 (2016)
<http://journals.abc.us.org/index.php/abr/article/view/879>
4. Islamic Instruments for Sustainable Human Capital Development. *Australian Journal of Islamic Finance and Business*, Vol 1, No. 1, Oct. 2015.
<http://www.acrd.net.au/ajifb/files/Paper%201.pdf>
5. Micro Finance with Regard to Beneficiaries Perspective in Conventional and Islamic Paradigm with the Effect of Riba (interest): A Case Study on a Particular area of Bangladesh. *European Journal of Business and Management- Special Issue: Islamic Management and Business*. Vol 2, No.2 (Special Issue), 2014. Pp. 147-156
http://www.academia.edu/9891578/European_Journal_of_Business_and_Management_2-2014
6. Employee Development Programs- A Strategic Tool of Internal Marketing. *Business Review – Bangladesh*. Vol.2. No.1, 2013. Pp. 139-148
7. Organizing: An Islamic Perspective. *Global Disclosure of Economics and Business*. Vol. 2, No. 2, 2013. Pp. 60-72
<http://hdl.handle.net/20.500.11903/gdeb.v2n2.5>,
8. Role of Foreign NGOs in Economic Development of Bangladesh: A Study on Muslim Aid UK – Bangladesh Field office. *European Journal of Business and Management- Special Issue: Islamic Management and Business*. Vol. 5, No. 11, 2013. Pp. 105-113 <http://iiste.org/Journals/index.php/EJBM/article/view/5428>

9. Implication of Islamic Law of Inheritance: Ultimate Solution to Family Conflict. *Asian Journal of Applied Science and Engineering*. Vol. 2, No. 2, 2013 (Fourth Issue). Pp. 118-126
<http://journals.abc.us.org/index.php/ajase/article/download/645/473>
10. Controlling: An Islamic Perspective. *Research Journal of Finance and Accounting*. Vol. 3, No. 9, 2012. Pp. 108-113
<http://www.iiste.org/Journals/index.php/RJFA/article/view/3156/3197>
11. Impact of TRIP's Agreement on Pharma Market of Bangladesh. *Journal of Business Studies, Bangladesh Open University*. Nol. 3, No. 1&2, 2005. Pp 123-142
12. Social Responsibility: A Case Study on Business Firms of Kushtia. *The Islamic University Studies*. Vol. 5, No. 1, 2002. Pp. 107-119

Case Study

1. Integration of religious education in humanitarian situation: The role of faith based organizations and faith leaders. *IJUM Journal of Case Studies in Management*. (Accepted)

Submitted Papers

1. Continuous Improvement: A Comparison Between Islamic and Convention Approaches
2. Students' Perception on Service Quality of IIUM: Study of International Postgraduate Students
3. A Proposed Model of Continuous Improvement (CI) in Total Quality Management (TQM) from Islamic Perspective

Books and chapters of books (Author & Coauthor):

1. *Service Quality Of Muslim Aid UK-Bangladesh Field Office*, (2014)- LAMBERT Academic Publishing, OmniScriptum GmbH & Co. KG, Heinrich-Böcking-Str. 6-8, 66121, Saarbrücken, Germany
2. *Total Quality Management: Conventional and Islamic Approach*, (2013) – Published by Bangladesh Institute of Islamic Thought (BIIT).

3. Convergence and Divergence Between Islamic Approach and Conventional Approach to Management, in *Issues in Islamic Management: Theories and Practice*, (2011), Published by IIUM press (one chapter)
4. *Islamization and Standardization of Knowledge with Special Reference to the courses of the Faculty of Business Administration*, (2008), Published by Bangladesh Institute of Islamic Thought (BIIT).
5. Quality People for Quality Management: Contributions of Islam, in *Management: Islamic Perspective*, (2008), Published by Bangladesh Institute of Islamic Thought (BIIT) & International Islamic University Chittagong (IIUC)- Dhaka Campus.

Conference Papers (Author & Coauthor)

1. A Proposed Model of Continuous Improvement in Total Quality Management from Islamic Perspective (Doctoral Research). (Best paper awarded) **Academy of Global Business Advancement (AGBA's) 14th Annual Congress and Conference 2017**. 23rd to 25th November, 2017. Eldorate, Kenya.
2. Students' Perception on Service Quality of IIUM: Study on International Postgraduate Students. (Best paper awarded) **Academy of Global Business Advancement (AGBA's) 14th Annual Congress and Conference 2017**. 23rd to 25th November, 2017. Eldorate, Kenya.
3. The Influence of Online Shopping Risk and Weakness towards Online Shopping Customer's Behaviour in Bangladesh. **Academy of Global Business Advancement (AGBA's) 14th Annual Congress and Conference 2017**. 23rd to 25th November, 2017. Eldorate, Kenya.
4. A Comparison between Conventional and Islamic Approaches to Continuous Improvement. **Sydney International Business Research Conference 2015**. 17 April to 19th April, 2015. Sydney, Australia.
5. Islamic Instruments for Sustainable Human Capital Development. **Sydney International Business Research Conference 2015**. 17 April to 19th April, 2015. Sydney, Australia.
6. Riba or Without Riba: How Micro Finance should restructure to eradicate poverty: A case study on a particular area of Bangladesh. **3rd Annual World Conference on Riba**. 26th & 27th November, 2012. Kuala Lumpur, Malaysia.

7. Convergence and Divergence of Islamic Approach and Conventional Approach to Management. **1st International Conference on Management from Islamic Perspective.** 14th & 15th May, 2007. Kuala Lumpur, Malaysia
8. Quality People for Quality Management: Contributions of Islam. **1st National Conference on Islamic Management and Business.** 25th December, 2006. Dhaka, Bangladesh.

Work in Progress Papers

1. Role of Deming's Total Quality Management (TQM) Philosophy to Ensure Quality of Higher Education in Malaysia.
2. Role of Effective Time Management on Professional Performance: An Empirical Study in Higher Education Sector in Malaysia.
3. Factors Affecting Female Employees Job Satisfaction: Study of Private Commercial Banks at Sylhet, Bangladesh.

SUBJECTS TAUGHT

During my teaching period I have taught the courses - Fundamentals of Management, Operations Management, Human Resource Management, Strategy in Business, Industrial Management, Human Resource Development, Introduction to Business, Business Communications, Legal Environment for Business, Organizational Behavior, Industrial Relations, Entrepreneurship Development, and Total Quality Management (TQM).

SUBJECTS INTERESTED TO TEACH

Fundamentals of Management, Advanced Management, Total Quality Management, Operations Management, Quantitative Decision Making, Human Resource Development, Human Resource Management, Strategy in Business, Organizational Behavior, Entrepreneurship Development and Research Methodology.

SKILLS

Technical Skills: Microsoft Word, Excel, PowerPoint, SPSS, SEM, End Notes, Atlas.ti.

Language Skills: English and Bangla (fluent in reading, writing, speaking and listening), Arabic (only reading)

EDUCATION

PhD (awarded in 2018) in Business Administration (Course work and Research) – International Islamic University Malaysia, Malaysia

Courses Completed: Research Methodology, Quantitative Research Methods, Qualitative Research Method, Seminars on Contemporary Issues in Management and Business Administration;

Research Topic: A Proposed Model of Continuous Improvement (CI) in Total Quality Management (TQM) from an Islamic Perspective

Master of Business Administration (MBA); Major in Management, 2001 (held in 2003) - Islamic University, Kushtia, Bangladesh; CGPA: **3.73** (in the scale of 4.00); Position: **Second in First Class**

Bachelor of Business Administration (BBA); Major in Management, 2000 (held in 2002)- Islamic University, Kushtia, Bangladesh; Position: **First in Class First**

H.S.C.; Group: Humanities, 1996- Kushtia Government College, Kushtia, Bangladesh; Position: **40th in First Division under Jessore Board**, Marks Obtained: **72%**

S.S.C.; Group: Humanities, 1994- Shaikh Para Rahatan Nessa Girls' High School, Jhenidah, Bangladesh; Position: **13th in First Division under Jessor board**; Marks Obtained: **81%**

Medium of Instruction: **English**

TRAINING RECEIVED AND WORKSHOPS

- One Week Training for the Trainers at International Islamic University Chittagong, Bangladesh.
- Three Days Workshop on Islamic Research Methodology at Bangladesh Institute of Islamic Thought, Bangladesh.
- Workshops on Islamization of Course Curriculum Phase 1, 2 and 3 at Bangladesh Institute of Islamic Thought, Bangladesh.
- One Month Training on SPSS at International Islamic University Chittagong, Bangladesh.
- Six Days Training Program and Workshop on Text Book Writing and Designing Curriculum at International Islamic University Malaysia, Malaysia.
- Two Days Workshop on Analytic Hierarchy Process (AHP) at International Islamic University Malaysia, Malaysia.

- One Day Workshop on End Notes at International Islamic University Malaysia, Malaysia.
- Eight Weeks Training on Bangla News Presentation at Bangla Media, Bangladesh.

SCHOLARSHIP: Obtained Bangladesh Government Scholarship in every level of education from class five to MBA for brilliant result.

INTEREST

Reading, Traveling, Research work, Social work and Serving humanity.

PERSONAL DETAILS

Father's Name: Md. Afaz Uddin

Mother's Name: Sufia Khatun

Spouse's Name: Mohammad Obaidur Rahman

Date of Birth: August 05, 1979

Nationality: Bangladeshi

Religion: Islam

National ID: 2691648049239

Passport No.: BM0558703

TIN: 596359983624

Blood Group: B+ (Positive)

Permanent Address: Shishir, 289/B, Flat-D5, Sher-e-Bangla Road, Rayer Bazar, Dhaka-1209, Bangladesh

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REFEREES

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