Curriculumn Vitae

*Of*

**Dr. Mohammad Tazul Islam**

PhD in Business Administration

**Present Employment**

Professor and Director (Training)
Bangladesh Institute of Bank Management
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| **Research area of interest:** | HRM, Training and Development, Leadership, Change and Crisis Management, Governance and Sustainability Management, Business Ethics, Strategic Management |
| **Specialist Area** | HRM, Strategic Management, Team Building and Group Dynamics, Organizational Behavior, Time and Stress Management, Negotiation and Conflict Management |

**Teaching Experiences:** (From most recent to last; 20 years)

1. Professor, Bangladesh Institute of Bank Management (BIBM), Mirpur-2, Dhaka-1216, Bangladesh (From 19 December 2024 to till) www.bibm.org.bd
2. Associate Professor, Bangladesh Institute of Bank Management (BIBM), Mirpur-2, Dhaka-1216, Bangladesh (From 01 April 2017 to 18 December 2024) www.bibm.org.bd
3. Assistant Professor, Bangladesh Institute of Bank Management (BIBM), Mirpur-2, Dhaka-1216, Bangladesh (From 20 December 2010 to 28 September 2013) www.bibm.org.bd
4. Lecturer, Department of Management Studies, Comilla University, Comilla, Bangladesh (From 14 May 2007 to 19 December 2010) www.cou.ac.bd
5. Lecturer, BIBM, Mirpur-2, Dhaka-1216 (From 13 February 2006 to 13 May 2007) www.bibm.org.bd
6. Lecturer, Department of Business Administration; Asian University of Bangladesh, Uttara, Dhaka, Bangladesh (From 3 May 2005 to 4 February 2006) www.aub-org.bd
7. Lecturer, Department of Business Administration, BGC Trust University Bangladesh, Chandanaish, Chittagong, Bangladesh (From 6 June 2004 to 2 May 2005). www.bctub-edu.com

**Administrative Experiences:**

1. Former Director (Certification), Bangladesh Institute of Bank Management (From 04 May 2025 to 14 November 2025)

2. Chairman (In-charge), Department of Management Studies, Comilla University, Comilla (2 years, 2008-2009).
3. Assistant Proctor, Comilla University, Comilla (2009).
4. Program Coordinator – Masters in Bank Management (2018 – 2020); House Tutor – BIBM.

**Sustainability Research Experience:**

Researcher (From 01 April, 2015 to 30 March 2016), Strategic Entrepreneurship and Sustainability Alliance Management Initiatives (SESAMI) (SESAMI) Program, Graduate School of Business Administration, Kobe University, Japan (www.b.kobe-u.ac.jp)

**Islamic Banking Professional Course:**

Certified Islamic Banking and Finance Professional (CIBFP), conducted by the Bangladesh Institute of Bank Management.

**Islamic Banking Research Consultancy:**

1. Team Member of Assignment Title **"Developing Supervision Manual on Shariah Based Green Banking for Bangladesh Bank and Arranging Workshop for Capacity Building of Related Stakeholders** awarded by the Sustainable Finance Department, BB, and Funded by the GCF (Completed in 2023).
2. Team Member of Assignment Title **"Developing Supervision Training Manual on Shariah Based Green Banking for Bangladesh Bank** awarded by the Sustainable Finance Department, BB, and Funded by the GCF (Completed in 2023).

**Educational Qualifications:**

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| PhD in Business Administration | Graduate School of Business Administration, Kobe University, Japan; **Year of graduation**: 2016. |
| MBA<br>Major in Management | **GPA**: 3.89 (4 Grading Scale); **Position**: First; **University**: University of Chittagong, **Major Concentration**: Management; **Year of passing**: 2000 held in 2003. |
| BBA<br>Major in Management | **GPA**: 3.85 (4 Grading Scale); **Position**: First, **University**: University of Chittagong, **Major concentration**: Management, **Year of passing**: 1999 held in 2002. |
| Higher Secondary Certificate (HSC) | **Result**: First Division; **Position**: Second position in order of Merit, **Board**: Dhaka Board **Name of the Institution**: Comilla Government Commercial Institute; **Year of Passing**: 1995 |
| Secondary School Certificate (SSC) | **Result**: First Division*; **Name of the Institution**: Kurchap High School; **Board**: Comilla **Year of Passing**: 1993 |

**Major Research Consultancy Works:**

3. Team Member of Assignment Title **"Hiring Consulting Firm (National) for Strengthening Environmental and Social Risk Management Framework for Financial System**" awarded by the Sustainable Finance Department, BB and Funded by the Green Climate Fund (GCF) (Completed in 2023).
4. Team Member of Assignment Title **"Developing Supervision Manual on Shariah Based Green Banking for Bangladesh Bank and Arranging Workshop for Capacity Building of Related Stakeholders** awarded by the Sustainable Finance Department, BB, and Funded by the GCF (Completed in 2023).

5. Team Member of Assignment Title **"Developing Supervision Training Manual on Shariah Based Green Banking for Bangladesh Bank** awarded by the Sustainable Finance Department, BB, and Funded by the GCF (Completed in 2023).
6. Team Member of the Assignment Title "**Training Manual on Capacity Development of Banks and Financial Institutions on Sustainable Financing and Financial Inclusion Strategy"** awarded by the SFD, BB and Funded by the GCF (Completed in 2023).
7. Team Member "**Promoting safety related and environment adoption investment in textile in Bangladesh**", a two-year (2018-2019) research consultancy project with GIZ, Germany.
8. Team Member "**Assessing the impact of Credit Wholesaling Program (CWS) of SME Foundation**" – a one-year (2018) research consultancy project for SME foundation.

**Published Articles:**

9. Ullah, M. B. Islam, M. T. and Khan, M. S. U. (2025). Application and Applicability of theory Z in Banks: Evidence from an Emerging Economy, Bank Parikrama, Vol. 50 No. 1, pp. 151-180.
10. Hoque, N., Uddin, M., Islam, M.T., Mamun, A., Nazim Uddin, M., Ahmad, A. and Thowhidul Islam, M. (2023), "Pursuing sustainable development goals through integrating the aspirations of Zakah and CSR: evidence from the perspective of an emerging economy", *International Journal of Social Economics*, Vol. 50 No. 9, pp. 1232-1247. Emerald Publisher.
11. Islam, M.T. and Uddin, M.M. (2022), "Determinants of board roles in the banking sector – Bangladesh perspective", *International Journal of Corporate Governance*, Vol. 13 No. 2, pp. 103-123. Inderscience Publisher.
12. Uddin, M.M. Islam, M.T. and Faroque, M.O. (2022), "Effects of Political affiliation of boards on bank performance: a developing country perspective". *Journal of Accounting in Emerging Economies*, Vol. 13 No. 3, pp. 566-588, Emerald Publisher.
13. Islam, M.T. Kokubu, K. and Nishitani (2020), "Corporate Social Reporting in the Developing Country's Banking Industry - A Test of Legitimacy Theory", *Social Responsibility Journal*, Vol. 17 No. 2, pp. 198-225, Emerald Publisher.
14. Islam, M.T. and K. Kokubu (2020), "Managers' Perceptions of Corporate Social Responsibility Reporting and Practices: Legitimacy in the Developing Country's Banking Industry" *Palgrave Studies in Governance, Leadership and Responsibility,* Springer Nature.
15. Jilani, M.M.A.K. Fun, L. Islam, M.T. Uddin, M.A. (2020), "The Influence of Knowledge Sharing on Sustainable Performance: A Moderated Mediation Study", *Sustainability*, Vol. 12(03) No. 908.
16. Islam, M.T. and Kokubu, K. (2018), "Corporate social reporting and legitimacy in banking: a longitudinal study in the developing country", *Social Responsibility Journal*, Vol. 14 No.1, pp.159-179
17. Hoang, M. H. Islam, M. T. Yagi, M. and Kokubu, K. (2015), "Determinants of the efficiency of CDM and JCM projects: viewing from financial and environmental outcomes", *Kobe University Discussant Paper-25,* Kobe University, Japan.

18. Shen, Y. Wi, Q. Islam, M.T. Yagi, M. and Kokubu, K. (2015), "How do firms' climate related management and strategy affect climate change risk and opportunities and awareness?", *Kobe University Discussant Paper-26*, Kobe University, Japan.
19. Ali, M. Haider, M.B. and Islam, M. T. (2014), "Revisiting Corporate Social Disclosure in Japan", In Corporate Social Disclosure: Critical Perspectives in China and Japan, Palgrave Macmillan, *Asian Business Series*, pp. 201-235
20. Islam, M. T. (2014), "Green Recruitment and Selection Process Model: Evidence from the Banking Sector of Bangladesh", *Bank Parikrama*, Vol. XXXIX No. 1 & 2 March & June
21. Islam, M. T. (2012), "Linking Financial Performance to Corporate Social Responsible Initiative of Banks in Bangladesh: A Panel Data Analysis", *European Journal of Business and Management*, Vol. 4 No.14
22. Islam M.T, Islam S., Maksuda (2013), "Disclosure of Corporate Governance Compliance of the Listed Insurance Companies in Bangladesh: A Content Analysis" *The Cost and Management Journal*, Vol. XLI, No. 6 November-December, XLI, No. 6, pp. 28-34
23. Islam M. T. (2013), "Corporate Social Responsibility Disclosure by the Listed Financial Institutions in Bangladesh" *The Cost and management Journal*, Vol. XLI, No. 2 March-April, pp. 22-29
24. Islam M. T (2013), "Linking Corporate Social Responsibility Expenditure to the Financial Performance of Banks in Bangladesh: A Panel Data Analysis", *Bank Parikrama, A Journal of Banking and Finance*, Vol. XXXVII No. 1&2, March and June, pp. 109-130.
25. Deb B. C., Majumder T. H. and Islam M. T. (2013), "Green Banking Practices in Bangladesh", *The Rabindra Journal*, Vol. 07, No. 1, pp. 201-211.
26. Islam, M.T. (2012), "Financial performance to corporate social responsibility initiatives of banks in Bangladesh: a panel data analysis", *European Journal of Business and Management*, Vol. 4 No. 14, pp. 170-176.
27. Islam M. T, Islam M.S (2011), "Training Need Assessment (TNA) - A Study on the Banking Sector of Bangladesh*" PROSHIKHAN Journal*, Vol. 19, No. 2, pp 01-16.
28. Lina R. I., Islam M. S. and Islam M. T. (2010), "Remittance Inflow in Bangladesh and Other SAARC Countries: A Comparative Study" *The Journal of Banglavision Foundation*, Vol. 2, No. 1, pp-39-50.
29. Arfin M. M., Islam M. T. and Rahman M. M., (2008) "Matching between the Quality of Bank Services and Clients' Expectation; A Study on Bank Asia Limited." *The Islamic University Studies, Journal of Faculty of Business Administration (JFBA)*, Vol. 7, No. 2, Part-C, pp-109-118.
30. Islam M. T., Arfin M. M., and Rahman M. M. (2007), "Private University a New Horizon for Higher Education in Bangladesh; It's Critical Overview" *The Islamic University Studies, Journal of Faculty of Business Administration (JFBA)*, Vol. 7 No. 1, Part-C, pp 190-206.

**Published research papers**

31. Habib, S.M.A, Ahmed, M.N., Islam, M.T., Pandit, A.C. and Hossain, Kamal (2018), "Corporate Ethics and Financial Crime in Banks: Bangladesh Perspective", *Banking Research Series-2017*, No. 1, BIBM.

32. Siddique, M.M. Alamgir, M. and Islam, M.T. (2018), "Home Loan of Banks: Trend and Impact", Roundtable Discussion Series-2018, Vol.3, BIBM.
33. Islam, M.T. Rahman, T. Zareen, A. Yesmin, R. Ahmed, T. and Hossain, M.S. (2018), "How to incorporate biodiversity issues in Green Banking in Bangladesh? Jointly with Bangladesh POUSH", -A research Workshop Paper-2018, BIBM.
34. Habib, S.M.A. Rahman, A.H.M.M. Islam, M.T. Rahman, T. Zareen, A. and Ahmed, T. (2018), "Addressing Disaster Risk by Banks: Bangladesh Perspective" – Banking Research Series-2018, BIBM.
35. Islam, M.T. Kayum, M.A. Pandit, A.C. and Banu, R. (2018), "Costs for compliance with regulations in Banks" A Roundtable Discussion -2018, BIBM.

**Research Monographs**

36. Aktharuzzaman, M. Islam, M.T. Ullah, Sarker, M.M.I. Naser, M.S. (2025). "Institutional Sustainability of the Fourth-Generation Banks in Bangladesh: An Analysis from the Socio-Psychological Perspective" Vol. 76, Research Monograph, BIBM
37. Khan, M.S.U, Islam, M. T. Azad, M.A.K. and Ali, M. A (2025). "Stakeholders' Readiness for AI-Driven Banking Business in Bangladesh" Vol. 74, Research Monograph, BIBM
38. Mamun, A. A. Islam, M. T. Ali, a. Ezaz S. and Hossain, M.M. (2022). "Employee Selection in Banks of Bangladesh: A Mixed Method Analysis" BIBM Research Monograph, Vol. 57
39. Siddique, M.U. Alamgir, M. Islam, M. T. Mehedi, T. Uddin, M. M. Robin, I.A. (2022), "Board, Chief Executive Officers and Performance of Banks in Bangladesh", Vol. 60, Research Monograph, BIBM
40. Mamun Ashraf Al, Islam M. R., Alamgir, M. Islam, M. T., Ullah M. S. and Khatun, M. (2021). "Operating Governance in Banks: The Role of Board of Directors" Vol. 53, Research Monograph, BIBM.
41. Islam, M. T. Ali, A. Islam, M.M. Hossain, M.M. and Anower, M.M. (2021). Occupational Stress and Job Performance of Employees in Banks: Bangladesh Perspective. Vol. 46, Research Monograph, BIBM
42. Habib, S. M. A. Islam, Sk.N. Islam, M.T. Islam, M. (2020), "Leadership Approaches, Governance and Emotional Intelligence: The Case of the Banking Industry of Bangladesh", Vol. 41, Research Monograph, BIBM
43. Siddique M, Islam M. T, Sahidullah M (2014), "Non-legal measures of Banks for recovery of loan", Research Monograph, BIBM
44. Islam M. T. Yesmin, R. Rahman, L. Anwar, M.K. Hussain, M. Z. (2011). Sustainability in Service Quality and Customer Conformity: Drivers of Customer Loyalty to Bank. Research Monograph, No. 44, BIBM

**Review Research**

45. Review of Human Resource Management Activities of Banks – 2016, Banking Review Series – 2017, pp. 289-349

46. Review of Human Resource Management Activities of Banks – 2017, Banking Review Series – 2018, pp. 327-379
47. Review of Human Resource Management Activities of Banks – 2018, Banking Review Series – 2019, pp. 273-321
48. Review of Human Resource Management Activities of Banks – 2019, Banking Review Series – 2020, pp. 93-152
49. Review of Human Resource Management Activities of Banks – 2021, Banking Review Series – 2022, pp. 62

**Published Books**

50. Organization and Management, The Institute of Bankers, Bangladesh (IBB), First Edition, Sep. 2020, 408 pages
51. Occupational Stress Management for the Bank Employees, Lambert, First Edition, 19 Nov, 2014, 212 pages

**Published Book Chapters**

52. Ali, M. Haider, M.B. and Islam, M. T. (2014), "Revisiting Corporate Social Disclosure in Japan", In Corporate Social Disclosure: Critical Perspectives in China and Japan, Palgrave Macmillan, *Asian Business Series*, pp. 201-235
53. Islam, M.T. and K. Kokubu (2020), "Managers' Perceptions of Corporate Social Responsibility Reporting and Practices: Legitimacy in the Developing Country's Banking Industry" *Palgrave Studies in Governance, Leadership and Responsibility*, Springer Nature.

**Conference Papers:**

54. "Trade-Off the Pillars of Corporate Social Responsibilities Structure in Response to the Pandemic: An Analysis of Selected Fortune Global 500 Companies" 10th Annual Banking Conference, Bangladesh Institute of Bank Management, April 9-10, 2025
55. "Managers Perceptions of Corporate Social Reporting and Practices: Legitimacy in the Developing Country's Banking Industry", *7th International Conference on Social Responsibility, Ethics and Sustainable Business*, October 12-13, 2018; Norwegian Business School (BI), Oslo, Norway.
56. "Corporate Social Reporting and Legitimacy in the Banking Industry: Evidence from Bangladesh", *27th CSEAR International Congress on Social and Environmental Accounting Research*, 25-27 August, 2015; Royal Holloway University of London, UK.
57. Determinants of the efficiency of CDM and JCM projects: viewing from financial and environmental outcomes", *The Society for Environmental Economics and Policy Studies (SEEPS)*, 2015, Kyoto University, Japan.
58. How do firms' climate related management and strategy affect climate change risk and opportunities and awareness? *The Society for Environmental Economics and Policy Studies (SEEPS)*, 2015, Kyoto University, Japan.

59. Corporate Social Reporting and Legitimacy in the Banking Industry: Evidence from Bangladesh, *Corporate Social Accounting and Reporting Conference*, 27 June, 2015; Meijo University, Nagoya, Japan
60. "A Longitudinal Study of Corporate Social Responsibility Reporting in the Banking Industry: An Empirical Evidence from Bangladesh" *Annual Tokyo Business Research Conference*, 15 - 16 December 2014, Waseda University, Japan.
61. "Does the Performance of Banking Business Recount Corporate Social Responsibility Expenditure (CSRE) in Bangladesh?" Presented at the *5th International Conference on Corporate Social Responsibility- The Future of CSR* on October 04-06, 2012 at Humboldt- University of Berlin, Germany.
62. "Green Recruitment and Selection Process and Practices as a Part of Corporate Social Responsibility: Evidence from the Banking Sector of Bangladesh." Presented at the *Annual Banking Conference* on 23-24 December 2012 at Bangladesh Institute of Bank Management, Dhaka, Bangladesh.
63. "Green Banking in Bangladesh: A Case Study on Banking Industry", Presented at the *Annual Banking Conference* on 23-24 December 2012 at Bangladesh Institute of Bank Management, Dhaka, Bangladesh.
64. "Human Resources Practices in the Banking sector of Bangladesh" Presented at the *Annual Banking Conference* on November 2013 at Bangladesh Institute of Bank Management, Dhaka, Bangladesh.

**Membership and Voluntary involvement:**

1. Member, International Society for Development & Sustainability (www.isdsnet.com), Japan
2. Ordinary Member of the *Bangladesh Society for Training and Development* (BSTD), Firmgate, Dhaka, Bangladesh (www.bstdbd.org)
3. Associate Member, *Bangladesh Society for Human Resource Management* (BSHRM), Dhaka, Bangladesh (www.bshrmbd.org)

**Personal Information**

**Father's Name** : Mohammad Nurul Islam

**Mother's Name** : Mosammat Kamarrennesa

**Date of Birth** : 30 June 1977

**Nationality** : Bangladeshi

**Signature** **: Mohammad Tazul Islam**