



**Habiba Rahman**  
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## EXPERIENCE

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- Research Assistant** Dhaka, Bangladesh  
*Department of International Business, University of Dhaka* 2017 - 2019  
Advisor: **Dr. Chowdhury Saima Ferdous**
  - **Designed research framework and data collection tools** specialized in quantitative and qualitative analysis and question answering by integrating close-ended and open-ended questions.
  - **Analyzed data** using data analysis tools such as, MAXQDA, SPSS, Mplus, R, AMOS, and HLM.
  - **Designed and drafted manuscript** to submit into peer-reviewed journals, edit manuscript according to review comments, proofread manuscript before publication.
- Director** Dhaka, Bangladesh  
*Self Fashion Ltd.* 2015 - 2019
  - **Maintained communications** with buyers and stakeholders.
  - **Managed** administrative operations.
  - **Contributed in Diong Business Group** by World Bank from 2017 to 2020.

## EDUCATION

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- South China University of Technology** Guangzhou, China  
*PhD in Labor Relations, Corporate Management* 2020 - 2025
- University of Dhaka** Dhaka, Bangladesh  
*MBA in Department of International Business* 2017 - 2017
- University of Dhaka** Dhaka, Bangladesh  
*BBA in Department of International Business* 2013 - 2016

## RESEARCHES

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- Research on the Path of Employers' Perceived Labor Standards on Task Performance in Bangladeshi Ready Made Garment Industry**  
*PhD Dissertation, (2025)*
- The Development and Validation of Labor Standards Perceived by Employers Scale**  
*Employee Relations, 47(9), 1-32 (2025)*
- Understanding Workers' Job Performance Through Workers' Voice: Roles of Decent Work, Intrinsic Motivation and Procedural Justice Climate**  
*Employee Relations, Accepted (25-08-2025)*
- Linking Workers' Supportive Voice and Task Performance through Workers' Perception of Decent Work and Distributive Justice Climate: A Multilevel Research on the RMG Industry in Bangladesh**  
*International Business Research, 18(2), 1-20 (2025)*
- The Impact of Union Transformational Leadership on Union Citizenship Behavior in the Vietnamese Union Context**  
*International Journal of Business and Management, 19(2), 40-50 (2024)*
- Internationalization of Cambodia Garment Factories' Industrial Relations Governance**  
*Asian Journal of Social Science, 52(1), 44-50 (2024)*
- Workers' Voice Behavior in Bangladesh's RMG Industry: How Voice Behavior Can Influence Task Performance**  
*International Business Research, Accepted (2025)*
- Influence of Public and Private Regulations on Labor Standards: A Literature Review**  
*International Business Research, Accepted (2025)*
- Analysis of the Status of Women Directors in Listed Financial Institutions of Bangladesh**  
*International Business Research, 12(4), 130-142 (2019)*
- Transformational Leadership and Union Innovation: A Multilevel Study on Union Practices, Union**

## Commitment and Employee Voice

*Journal of Managerial Psychology, Under Review*

- **Analysis of the Status of the Women Directors: A Study on the Public Limited Financial Institutions in Bangladesh**

*MBA Thesis, (2017)*

- **Characteristics of Female Directors of Public Limited Companies in Bangladesh**

*BBA Thesis, (2016)*

## AWARDS

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- **Outstanding Excellent Graduate:** South China University of Technology.
- **CSC Scholarship:** China Scholarship Council
- **BBA Scholarship:** University of Dhaka

## SKILLS

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- **Research Tools:** MAXQDA, SPSS, Mplus, R, AMOS, HLM.
- **Analysis Method:** Scale Development, Multilevel Modeling, Structural Equation Modeling, Qualitative Coding
- **Language:** English - Fluent (Professional Proficiency), Chinese Mandarin - HSK Level 5
- **Analysis & Visualization:** Microsoft Office, Data Visualization
- **Soft Skills:** Presentation & Public Speaking, Communication, Quick Learning & Adaptation

## REFERENCES

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- **Dr. Li Min**

*Professor, Corporate Management, School of Business Administration, South China University of Technology, China.*

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- **Dr. Chowdhury Saima Ferdous**

*Professor, Department of International Business, Faculty of Business Studies, University of Dhaka, Bangladesh.*

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- **Dr. Fahmida Mostafiz**

*Assistant Professor, Department of International Business, Faculty of Business Studies, University of Dhaka, Bangladesh.*

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