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Dr. Mohd. H. R. Joarder

Professor, School of Business & Economics (SoBE)

ROOM: 333 D PABX: 5128 Email: raihan.joarder@bus.uiu.ac.bd * [Home](#) * [Faculty Profiles](#)

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Present Position

Professor , School of Business & Economics

United International University **Director** , Institute of Business and Economic Research (IBER), UIU **Former visiting senior lecturer** , School of Business Management (SBM) UUM College of Business, Universiti Utara Malaysia (UUM-AACSB Accredited), Malaysia

Academic Background & Research Interest

Ph.D. in Human Resource Management, UUM College of Business, Universiti Utara Malaysia-UUM.

PhD thesis title: “Mediating Effects of Organizational Commitment-OC and Perceived Organizational Support-POS on HRM Practices and Turnover Intention: A Study of Private Universities in Bangladesh” supervised by Associate Professor Dr. Mohmad Yazam Sharif. Department of Human Resource Management, School of Business Management, UUM College of Business, Universiti Utara Malaysia. **MBA**, University of Central Queensland, Australia.

MA in International Business, University of Wollongong, Australia.

BA (Hons) in English Literature, University of Delhi, India.

Research Interest:

Human Resource Management, Employee engagement, HRM practices, Organizational commitment, perceived organizational support, Employee turnover and turnover intention.

Professional Affiliation

Founder Director , Federation of Bangladesh Human Resource Organizations-FBHRO **Member** , Malaysian Institute of Human Resource Management “MIHRM **Member** , Bangladesh Society for Human Resource Management “BSHRM

Taught Courses

Taught Courses (Graduate & Undergraduate level):

Introduction to Business, Principles of Management, Human Resource Management, Training and Development, Performance Management, Organizational Behavior, Business communications. Compensation Management, Sales and

Salesmanship Management, International Business, and International Merger & Acquisitions.

Students Evaluation at Universiti Utara Malaysia

Semester A131 (September 2013-December 2013) Undergraduate: 90.53% Graduate/Master course: 90.1% **Semester A132 (February 2014-June 2014):** Undergraduate: 94.78% **Semester A141 (September 2014-January, 2015)** Undergraduate: 92.1% Graduate/Master Course: 94.1% **Semester A142 (February 2015- June 2015)** Undergraduate: 95.25%

PhD student Supervision (as co-supervisor):

Abdussalam Iyanda Ismail (no. matric 900749): Pursuing PhD in Human Resource Management, enrolled in Semester A142.

Stage: Completed. **Sabiu M Salihu:** Pursuing PhD in Human Resource Management, enrolled in Semester A 141

Stage: Completed. **Shaheen Ahmed:** Pursuing PhD in Management, enrolled in Semester A142

Stage: Completed. **Shariful Alam Khandakar:** Pursuing PhD in Human Resource Management, enrolled in A151

Stage: Completed.

Work Experiences

Teaching Experience:

Currently, serving as a Professor, School of Business & Economics, United International University since February 1, 2016. Prior to this position, I used to serve as the Associate Professor, School of Business & Economics from September 30, 2015 to January 31, 2016. Prior to serving United International University, I used to work as a visiting senior lecturer, Department of Human Resource Management, School of Business Management, UUM College of Business, Universiti Utara Malaysia since June 2, 2013 till September 2015. Before visiting UUM College of Business, I used to work as an assistant professor under the School of Business and Economics, United International University (UIU), Dhaka, Bangladesh from February 2007 to May 30, 2013. I also served as a senior lecturer in the same business school from June 2005 to January 2007. Before joining UIU, I offered my service as a senior lecturer under the School of Business of Daffodil International University (DIU) from November 2004 to May 2005. I started teaching profession as my career at IUBAT Business School as a lecturer in July 2003 till October 2004

Corporate Experience (in Australia):

Prior to joining in the teaching profession, I experienced as a direct sales advisor of Telefocus communications Australia, a sales agent of Cable & Wireless Optus Telecommunications, Australia in February 2000 till July 2002; and was awarded the Top 25 National Salesman in the year 2001. I also worked for Orange Mobile Phone Company (Australia) from August 2002 to May 2003 as a direct sales advisor.

Experience as Trainer:

Developed the training module and facilitated a day-long training session on Negotiation and Sales Skills for the media employees on April 27, 2013. **Participants:** Employees of the company “Expressions Limited Bangladesh” Known as an Expressions media house. Developed and facilitated a day-long training session on Employability Skill Development program organized by the Institute of Business and Economic Research on July 14, 2012 **Participants:** Graduating students and job seekers. Developed and facilitated a half-day training session on Employee Skill Development program organized by United International University on July 19, 2012. **Participants:** University’s non-academic staff. Developed and facilitated a half-day training session on the “Customer Service Skill Development” program organized by Business Intelligence Unit of College of Business, UUM, Malaysia on April 12, 2011. **Participants:** Open for all, mainly graduating students and employees of the different organizations. Developed and facilitated a half day training session on “Professional Selling Skill & Personal Grooming Development” program organized by Business Intelligence Unit of College of Business, UUM, Malaysia on May 28, 2011. **Participants:** Open for all, mainly for people involved in sales and commission-based employees. Developed, Planned and Facilitated the 5-day training for “Professional Training on Skills Development-PTSD” organized by School of Business, United International University on January 11-19, 2010. (i) Effective Interview Skills; (ii) Customer Services Skills; (iii) Selling Technique Skills; and (iv) Personal Grooming & Presentation Skill. **Participants:** Mainly graduating students and job seekers. Facilitated a Day-long session on “How to be an effective salesman-selling technique”, organized by Tongi Telecommunication Services, Dhaka on October 19, 2007, a franchise of Warid Telecommunications Bangladesh, a sister concern of Dhabi Group, Dubai, UAE. **Participants:** Employees of the sales based company. Facilitated a Day-long session on “Professional Customer Service” organized by SAZ International Consulting Firm, Dhanmondi, Dhaka on May 30, 2007. Attended a day-long workshop on “Training for Trainers (TOT)” for facilitating Graduate Employability Enhancement (G2E) program organized by Career

Appointment as Reviewer (PhD and Masters):

Appointed as a PhD internal examiner for final viva of Abdul Rahman Jafaar which will be held on September 23, 2015 at SBM. Appointed as a reviewer for PhD proposal defense for Mahmoud M Salahat (95991) held on 14th July 2015. Appointed as session chair and examiner for PhD proposal defense for Abdul Rahman Jafaar's held on 24th November, 2014 at SBM meeting room. Appointed as reviewer for PhD proposal defense of Miss Bello Zainab held on 20th October 2014 at SBM meeting room. Appointed as a reviewer for PhD proposal defense of Mr. Houccine Meddour held on June 1, 2014 at SBM meeting room. Appointed as internal examiner for Master Viva for Miss ITSANNE FOKKEMA held on 17th December 2014 in SBM executive meeting room. Appointed as internal examiner for Masters Viva of Mr. Abdussalaam Iyanda Ismail held on June 22, 2014 at SBM executive meeting room. Appointed as internal examiner for Master Viva of Mr. Solomon held on 16 December 2013. Appointed as a discussant for 2nd Symposium on Business Postgraduate Research held at EDC on 23rd December 2014. Appointed as a committee member of 7th National Human Resource Management Conference 2014 held on May 20-22, 2014. Appointed as discussant panel for the School of Business Management PhD colloquium held on 16th May, 2014 at EDC hotel, Sintok, Kedah. Appointed as a committee member of the conference on Business Management Research (CBMR) held on December 11, 2013.

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Publication

Journal Papers

2024## Student engagement, brand image and loyalty relationships: The mediating role of student satisfaction Quality Education Publication: Journal of Education and e-Learning Research Author List: Abu Rashed Osman, Md. Kazimul Hoque, Jakowan, Mohd Hasanur Raihan Joarder

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