

## MOHAMMAD NAZMI NEWAZ (BIPUL)

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**PhD Research Candidate**  
**University of Newcastle, University Drive, Callaghan**  
**NSW 2308, Australia**

### DETAILED WORK EXPERIENCE

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#### **ORGANIZATION** : **Bangladesh Institute of Management (BIM) – A Brief Profile**

**(Currently on Deputation, up to August 2021)** Bangladesh Institute of Management (BIM), established in 1961, the premium, leading and ancient academic excellence center for management and contemporary business education is an enterprise of the Government of the People's Republic of Bangladesh. Over the years, BIM has been playing a crucial role in academic advancement through high quality training programs, post graduation education and distance learning. Specially, BIM's academic programs on Human Resource Management are widely popular program since 1966.

**JOB TITLES** : **Senior Faculty Member – Senior Management Counsellor** (Promoted)  
**Current and Previous Titles, with Promotions)** (Equivalent to **Associate Professor**, *since 9 February 2017 to till date*)  
**Faculty Member - Management Counsellor** (Promoted)  
(Equivalent to **Assistant Professor**, *14 September 2010 to 9 February 2017*)  
**Junior Faculty Member - Associate Management Counsellor**  
(Equivalent to **Lecturer**, *7 January 2004 to 14 September 2010*)  
**TOTAL ACADEMIC AND TEACHING EXPERIENCE IS 14+ YEARS**

**SUBJECTS (Specialist)** : **Discipline Leader in HR Management, General/Industrial Management and OB**  
Other subjects taught are, Strategic Management, Entrepreneurship, Quantitative Management, Industrial Management and Information Systems Management.

**JOB DUTIES** : **Curriculum Design and Development**  
Design new curriculum for courses relating to contemporary business issues. Moderate and develop existing curriculum of post graduation courses and training programs. Also customize curriculum as the requirements from the clients.  
**Teaching Material Development**  
In support to newly developed and/or moderated curriculum, teaching materials viz. reading materials, instructors' manual, presentation slides, exercises, case studies are required to design, develop and update time to time.  
**Academic Guidance**  
To take part in academic advancement procedures through incorporating up to date knowledge and insight. In addition, to guide students through proper orientation to the academic programs.  
**Assessing Students' Performance**  
Assessing the performance of the students, implementing question papers, conducting tests and/or examinations, checking scripts, conducting viva etc.  
**Providing Support to Students**  
Often it is required to support academically the weak student to make them better understanding in related subject matters. Counseling is frequently used.  
**Designing and Coordinating Short Training Programs**  
Based on the assessing of the market trend and demands, training programs on human resource management, leadership, change management, managerial skills, team building etc. and related training programs are to design and develop along with complete instructional strategies and materials.

### Face-to-face and Telephone Interactions

It is a part of assisting students to discuss about subject matters, even over telephone. Simultaneously, to communicate with clients both students and organizations to attract them towards BIM's academic and research programs.

### Supervising Research Projects

In post graduate and diploma academic programs, students are required to conduct researches on business related fields. Supervising and guiding them in developing research ideas and completing research projects are very common and regular.

### Online Academic Support

Through e-Learning Platform of BIM, rendering online support through developing academic contents, conduct online assessment and providing educational support.

### Participating in Research Projects of BIM

BIM, very frequently conduct research project on national and International issues as requested by the client organizations ranging from Bangladeshi private organizations to MNCs and International NGOs.

## **OUT OF BIM, PART - TIME TEACHING EXPERIENCE**

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### **1. BRAC UNIVERSITY (BBA and MBA PROGRAM)**

Position Held: Visiting Faculty (**Associate Professor**)  
Duration: April 2008 – August 2017  
Subjects: Human Resource Management. Business Strategy. Information Management. Visual Programming for Business.

### **2. NORTHERN UNIVERSITY BANGLADESH (BBA and MBA PROGRAM)**

Position Held: Visiting Faculty (**Assistant Professor**)  
Duration: May 2007 - December 2014  
Subjects: Management. Organizational Behavior. Change Management  
Human Resource Management. Entrepreneurship Development.

## **OUT OF BIM, PERSONAL CONSULTANCY EXPERIENCE**

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### **1. James Finlay**

Developed and delivered a 5-Day Long Training on "Developing Managerial Skills and Techniques" for the managers and deputy general managers.

### **2. Transparency International Bangladesh (TIB)**

Conducted a 4-Day Long Workshop on "Information Requirement Analysis: for Developing MIS" for all employees.

### **3. Heidelberg Cement**

Developed and delivered a 5-Day Long Training on "Computer Aided Inventory Management System" for sales, accounts, store and IT employees.

## **PUBLICATIONS**

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- 1.** Zolin R. and Newaz M. N. (2016), Is Economic Development more than the Sum of Individual Success? The Effect of Female Participation in the Economy on GDP, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 30, (October – December, 2016) NO 4, pp 1-16  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/09f3e9a8\\_0cca\\_4a71\\_adb5\\_ee7082521b3a/Vol%2030%20No%204%20October-December%202016\\_Article\\_01.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/09f3e9a8_0cca_4a71_adb5_ee7082521b3a/Vol%2030%20No%204%20October-December%202016_Article_01.pdf)
- 2.** Raju M. K. A. and Newaz M. N. (2016), Intellectual Property Rights Commercialization: Impact on Strategic Competition, "The Business and Management Review", VOL 8 NO 3 pp 21-27  
[http://www.abrnr.com/myfile/conference\\_proceedings/Con\\_Pro\\_58543/conference\\_22134.pdf](http://www.abrnr.com/myfile/conference_proceedings/Con_Pro_58543/conference_22134.pdf)
- 3.** Newaz M. N. (2016), Is there Something Different about the Exercise of Market Power when Firms Possess IPRs as the Basis of Their Business?, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 30, (January – June, 2016) NO 1 & 2, pp 44-53  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/09f3e9a8\\_0cca\\_4a71\\_adb5\\_ee7082521b3a/Vol%2030%20No%201%20262%2C%20January-June%202016\\_Article\\_05.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/09f3e9a8_0cca_4a71_adb5_ee7082521b3a/Vol%2030%20No%201%20262%2C%20January-June%202016_Article_05.pdf)

4. Rahman M. S., Newaz M. N. and Rahman M. A. (2015), Assessment of Performance of Upazila Parishads in Seven Districts of Bangladesh to introduce Competitive Performance Based Grants, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 29, (July – December, 2015) NO 3 & 4, pp 65-83  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/8128aac0\\_bb7a\\_44ad\\_8e\\_d6\\_8a13931fa483/Vol%2029%20No%203%264%2C%20July-December%202015 Article 05.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/8128aac0_bb7a_44ad_8e_d6_8a13931fa483/Vol%2029%20No%203%264%2C%20July-December%202015 Article 05.pdf)
5. Newaz M. N. and Rahman M. S. (2015), The Copyright Law in Bangladesh: Analysis and Recommendations for Following International Arrangements, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 29, (January – June, 2015) NO 1 & 2, pp 59-68  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a\\_b961\\_4452\\_acb8\\_a2d79f293b16/Vol%2029%20No%201%262%2C%20January-June%202015 Article 05.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a_b961_4452_acb8_a2d79f293b16/Vol%2029%20No%201%262%2C%20January-June%202015 Article 05.pdf)
6. Newaz M. N. (2010), DECISION SUPPORT SYSTEM: Applying Artificial Intelligence in Managers' Decisions for Increasing Efficiency, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 27, (July – December, 2010) NO 3 & 4, pp 33-46  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a\\_b961\\_4452\\_acb8\\_a2d79f293b16/Vol%2027%20No%203%264%2C%20July%20G%C3%87%C3%B4%20December%2C%202010 Article 03.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a_b961_4452_acb8_a2d79f293b16/Vol%2027%20No%203%264%2C%20July%20G%C3%87%C3%B4%20December%2C%202010 Article 03.pdf)
7. Newaz M. N. (2010), Career Preference of Business Administration Students in Bangladesh, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 27, (April – June, 2010) NO 2, pp 8-48  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a\\_b961\\_4452\\_acb8\\_a2d79f293b16/Vol%2027%20No%202%2C%20April%20E%80%93%20June%2C%202010 Article 02.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a_b961_4452_acb8_a2d79f293b16/Vol%2027%20No%202%2C%20April%20E%80%93%20June%2C%202010 Article 02.pdf)
8. Zaman K. F. & Newaz M. N. (2010), Measuring the effect of work and supervisor on employee satisfaction based on gender: A study from the perspective of life insurance companies in Bangladesh, 'MANAGEMENT DEVELOPMENT', ISSN: 0378-7532. VOL – 27, (January – March, 2010) NO 1, pp 20-37  
[http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a\\_b961\\_4452\\_acb8\\_a2d79f293b16/Vol%2027%20No%201%2C%20January%20-%20March%2C%202010 Article 02.pdf](http://bim.portal.gov.bd/sites/default/files/files/bim.portal.gov.bd/page/cb71186a_b961_4452_acb8_a2d79f293b16/Vol%2027%20No%201%2C%20January%20-%20March%2C%202010 Article 02.pdf)
9. Newaz M. N. & Zaman K. F. (2009), Employee Needs at work place and their impact on Motivation, 'Journal of Business and Technology [Dhaka]', ISSN: 1992-271X. VOL – 4, July – December, 2009. NO 1, pp 170-182

#### RESEARCH EXPERIENCE: RESEARCH WORKS (RECENT) EXECUTED ON BEHALF OF BIM

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- Impact assessment of constructing multi-purposes cyclone centers in the coaster areas of Bangladesh (2017 – 2018, on-going)
- Estimation of the real numbers and identification of the real causes of sick industries in Bangladesh (2016 – 2017, on-going)
- Intellectual Property Rights awareness and innovation capacity of the training/academic and research organizations of Bangladesh (2016)
- Assessment of performance in selected 65 Upazilla (geographically zones, sub-district) Parishad in Bangladesh (2013 – 2014)
- Strengthening The Freedom Fighters' Welfare Trust of Bangladesh Government (2013 – 2014)

#### EDUCATIONAL BACKGROUND

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- **Master of Laws (LL.M.) in Intellectual Property**  
 Queensland University of Technology (QUT), Brisbane, Australia  
 Degree Awarded in Examination of 2015  
 Status: **Completed in 2015. Result: 5.25 (Credit)**  
**Research Orientation:** Using Intellectual Property Rights for Strategic Competition
- **Master of Business Administration**  
 University of Dhaka, Dhaka, Bangladesh  
 Degree Awarded in Examination of 1999, held in 2002  
 Status: **Completed in 2002. Result: 3.43 (out of 4.00)**  
**Research Orientation:** Application IT in Human Resource Management Practice

➤ **Bachelor of Business Administration with Honors**

University of Dhaka, Dhaka, Bangladesh

Degree Awarded in Examination of 1998, held in 2000

Status: **Completed in 2000. Result: 3.58 (out of 4.00)**

**Research Orientation:** General Management and Human Resource Management

### PREVIOUS WORK EXPERIENCE

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**1. Top Clean**

Before joining BIM, worked as Human Resource Executive at Top Clean (a World Class Laundry), joint venture with Singapore, Dhaka, Bangladesh

Job Duration: November 2002 - December 2003

**2. Dhaka Sheraton Hotel**

Started as Intern Officer in Information Technology and Human Resource Management Divisions, at Dhaka Sheraton Hotel, Dhaka, Bangladesh

Job Duration: August 2002 - October 2002

### MAJOR TRAINING RECEIVED

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Fundamentals of Technological Innovation in Organizations	:	Conducted by Dr. Nawaz Sharif, held at BIM
Productivity Improvement Techniques	:	Conducted by National Productivity Organization (NPO)
Advanced Human Resource Management	:	Held at BIM
Procurement of Goods, Works and Services	:	Conducted by IMED, financed by World Bank
Training of Trainers	:	Held at BIM
Research Methodology	:	Held at BIM
Diplomas in Computer Application and Programming	:	NIIT, Dhaka

### COMPUTER LITERACY

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Operating Systems	:	Windows (all platforms)
Application	:	MS Office Suit (all versions)
Programming Language	:	C++, Java Script, Visual Basic and SQL
Research Software	:	IBM Statistics, STATA

### BIOGRAPHICAL INFORMATION

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Date of Birth	:	21 July 1977
Nationality	:	Bangladeshi
Religion	:	Islam
Marital Status	:	Married
Children	:	A Daughter and A Son

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(Mohammad Nazmi Newaz)