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Publications

1. Johara, F., Yahya, S., & Zainal, S. R. M. (2020). Assessing a sustainable higher educational institution through talent management practices and Islamic work ethics. *International Journal of Sustainable Strategic Management*, 8(1), 49-76.
2. Tehseen, S., Qureshi, Z. H., Johara, F., & Ramayah, T. (2020). Assessing dimensions of entrepreneurial competencies: a type ii (reflective-formative) measurement approach using pls-sem. *Journal of Sustainability Science and Management*, 15(2), 108-145.
3. Tehseen, S., Qureshi, Z. H., Johara, F., & Ramayah, T. (2019). Assessing perceived business success as a reflective-formative (Type II) second-order construct using PLS-SEM approach. *Journal of Sustainability Science and Management*, 14(5), 84-114.
4. Johara, F. Yahya, S., Tehseen, S., Qureshi, H., & Hizam, S.M., (2019). Ecological Perspective of Firm Innovation: Implications for Entrepreneurship Success, will be published at the ISI proceedings of International Conference on Business Sustainability and Innovation.
5. Rashid, M. M., & Johara, F., (2018). Corruption and Institutional Integrity: The case of Bangladesh. *Journal of Engineering Technologies and Management Research*, 5(2), 133-142.
6. Johara, F. Yahya, S., & Tehseen, S., (2018) Employee Retention, Market orientation, and Organizational Performance – An Empirical Study, *International Academic Journal of Business & Management*, 5(3), 176-187.
7. Johara, F. Yahya, S., & Tehseen, S., (2017). Determinants of Future Entrepreneurship and Entrepreneurial Intention, *Global Business and Management Research: An International Journal*, 9(4), 80-95
8. Johara, F. (2016). Effectiveness of Internal Audit in Private Commercial Banks of Bangladesh. *Premier Critical Perspective*, 2(1), 59-75
9. Alam, F., & Johara, F. (2013). HR standards, Road Accident and Trade Unionism in Transport Sector of Bangladesh, *Contemporary Management Challenges Global & Bangladesh Perspectives*, 1(1), 83-96
10. Alam, F., & Johara, F. (2012). Global Recession and the Road Transport Sector of Bangladesh' *Bangladesh Economic Association (Chittagong Chapter)*
11. Quader, S., & Johara, F. (2009) To What Extent Flexibility of SMEs' is Appropriate Compared to Large Scale Enterprises: Some Case Studies with Critical Evaluation. *University of Science & Technology Journal*, 15(1).158-191

Publications Under Review Process:

1. Johara, F., & Tehseen, S. Assessing Dimensions of Perceived Business Success among Malaysian and Bangladeshi SMES' Owners. *Journal of Research in Marketing and Entrepreneurship*

Book Chapter

Johara, F., Yahya, S., & Zainal, S. R. M. (2020). Evaluating Social Engagement Through Talent Management Practices. In *Tourism Policy and Planning in Bangladesh* (pp. 193-204). Springer, Singapore.

International Conferences

1. Johara, F. Yahya, S., Tehseen, S., Qureshi, H., & Hizam, S.M., (2018). Ecological Perspective of Firm Innovation: Implications for Entrepreneurship Success, presented at the International Conference on Business, Sustainability and Innovation, (ICBSI) held in Penang, Malaysia, 17-19 October 2018.
2. Tehseen, S., Johara, F. & Anthony, M., Dimensions of Business Success: A Comparative Study among Malaysian and Bangladeshi SMES' Owners" has been presented at the International Conference on Organization and Management (ICOM) held on November 19-20, 2017 at Park Rotana, Abu Dhabi, UAE.
3. Johara, F. Yahya, S., & Tehseen, S., (2017). Employee Retention, Market orientation, and Organizational Performance – An Empirical Study, Presented to the 12th Asian Academy of Management Conference, Penang, Malaysia 2017 (AAMC2017).
4. Do the Business Owners Perceive SMEs' Success Measures in Different Ways? An Investigation from Malaysian and Bangladeshi Retail SMEs Owners has been presented at SIBR 2017 Kuala Lumpur, Conference on 4th February 2017 at Royale Bintang Hotel Kuala Lumpur, Malaysia.
5. Demographic Characteristics and Success of Women Entrepreneurs- A Descriptive Study in Chittagong (Bangladesh) at the Dhaka International Business and Social Science Research Conference 2016 organized by Australian Academy of Business Leadership (AABL) hold in 20-22 January 2016 at Uttara University, Dhaka Bangladesh.
6. 'Factors Affecting the Operational Effectiveness of SMEs in Chittagong, Bangladesh' *Proceedings of the Kuala Lumpur International Business and Social Science Research Conference* held at Kuala Lumpur, Malaysia in August 7-8, 2015
7. 'Episode of Talent Management in the Public Universities of Bangladesh', *Proceedings of the 9th International Conference of the Academy of Human Resource Development* held at Taipei, Taiwan in October 27-30, 2010.
8. Quality of Working Life in the Universities of Bangladesh', *Managing & Developing the Workforce during times of Economic Downturn*, Proceedings of the 8th International Conference of the Academy of HRD (MENA Chapter) held at MENA (December 12-15, 2009), Bahrain.

Business Cases

1. Johara, F. (2016) 'Prosperity of the Post: A Story Behind the Scene' published by the Faculty of Business Studies, Premier University.
2. Johara, F. & Nahar, S., (2016) A Journey of a Bird' published by the Faculty of Business Studies, Premier University

Awards Achieved

Awards	Description
2018	Best Paper Award at the International Conference on Business, Sustainability, and Innovation, held in 17-19 October 2018.
2014	HEQEP -World Bank Project Fund Support for Data Collection and Data Analysis for Master of Philosophy
2002-2005	Government General Scholarship for Bachelor of Business Administration

Educational Qualifications:

Degree	Subject	Institution/Board	Exam Year	Exam Session	CGPA/Division
PhD	Accountability & Performance Measurement	Universiti Sains Malaysia	2020	Started from 1 st Oct 2016	Passed
M. Phil	Management	University of Chittagong	2012	2009-2010	Awarded
M.B. A	Accounting Information Systems	University of Chittagong	2006	2002-2003	3.68(3 rd position in order of Merit)
B.B. A	Accounting Information Systems	University of Chittagong	2005	1998-1999	3.42(8 th position in order of Merit)
H.S.C	Commerce	Chittagong Board	1998	1996-1998	First Division
S. S.C	Social Science	Chittagong Board	1996	1986-1996	First Division

Employment History:

Position	Institute	Duration
Associate Professor	Department of Business Administration, School of Business, Bangladesh Army International University of Science & Technology, Cumilla Cantonment.	29-11-2020
Assistant Professor	Department of Business Administration, School of Business, Bangladesh Army International University of Science & Technology, Cumilla Cantonment.	25-1-2016 to 28-11-2020

Assistant Professor	Department of Accounting, Faculty of Business Studies, Premier University, Chittagong.	14-10-2014 to 24-1-2016
Lecturer	Department of Accounting, Faculty of Business Studies, Premier University, Chittagong.	6-10-2009 to 13-10-2014
Lecturer	Faculty of Business Administration, University of Science & Technology Chittagong (USTC)	17-7-2007 to 5-10-2009

Extra Academic Activities

Year	Description
2019-present	Head, Department of Business Administration, School of Business, Bangladesh Army International University of Science & Technology, Cumilla Cantonment.
2017-2019	Graduate Assistant, GSB, USM
2018	Committee Member, 12 th Business Seminar, GSB, USM.
2018	Editorial Board Member, ICBSI Conference.
2018	Committee Member, Nobel Laureate Talk by Professor Muhammad Yunus.
2018	Member, Team Building Activity, IPS, USM
2017	Committee member, Forum on Synergising Academic and Industry towards Industry 4.0 organised by the Graduate School of Business, Universiti Sains Malaysia.
2017	Committee Member, ARTDO Conference
2017	Member, Asian Academy of Management
2016	Head, School of Business, BAIUST (January 25 to September 30)
2016	President, Internal Audit Committee, BAIUST.
2016	Chairman, Examination Committee, BAIUST.
2014 -2016	Deputy Sub Project Manager, HEQEP CP-3510 Sponsored by World Bank, Faculty of Business Studies, Premier University
2006	Internship on 'Central Depository System of Chittagong Stock Exchange: An Evaluation' 2005-Industrial Tour on 'Total Quality Management of EXIM Bank Ltd.'
2005	Term Paper on 'Foreign Exchange Services of EXIM Bank Ltd'

Training & Workshops

7th December 2018	How to Maximize the Commercial Value of our product/design? organized by Graduate School of Business, USM.
29 & 30 November, 2018	Dealing with Structural Equation Modelling with SMART-PLS, organized by Institute of Postgraduate, USM.
8 & 9 October, 2018	Advanced Structural Equation Modelling with AMOS, organized by Institute of Postgraduate, USM.
3rd Sept until 7 Sept 2018.	Summer School workshop on Trans-disciplinary and Learning in Sustainability Science jointly organized by Luneberg University

Germany and Graduate School of Business, USM.

8 & 9 August, 2018	Advanced Partial Least Square Analysis with SMART-PLS, organized by Institute of Postgraduate, USM.
8 th May, 2018	Publication Strategy, organized by Institute of Postgraduate, USM.
10-11 APRIL 2018	Introduction to Structural Equation Modelling, organized by Institute of Postgraduate, USM.
13 & 14 December, 2017	Structural Equation Modelling with AMOS, organized by Institute of Postgraduate, USM.
7&8 October, 2017	Dealing with Statistical Package for Social Sciences (SPSS), organized by Institute of Postgraduate, USM.
10 & 11 July, 2017	Introduction to R Statistics, organized by Institute of Postgraduate, USM.
10 & 11 November, 2016	Research Methodology, organized by Institute of Postgraduate, USM.

Extra-Curricular Activities

Year	Description
2019-Present	Advisor, BAIUST, Business Club.
2019-2020	Exco Member, USMi, An International Students Society Headed (Student Activities & Engagement)
2019	Project Director, Familiarization Program, USMi, IMCC
2018-2019	Vice-President, Post Graduate Students Association, Graduate School of Business
2018	Participant, Three Minute Thesis Competition (3MT) Organized by GSB, USB.
2017-2018	Student Ambassador, Institute of Postgraduate, Universiti Sains Malasia
2014-2017	Member, Rotary Club of Chittagong Sagorika of Rotary District-3282, Bangladesh.
2009-2016	Adjudicator, Brain Storming and Idea Generation Contest, Distry Chittagong
2007-Present	Life Member, Accounting Alumni Association, University of Chittagong
2000-2006	Member, Bureau of Business Research, Faculty of Business Administration, University of Chittagong
2001-Present	Member, Anngan, Cultural Organization, University of Chittagong
2000-2006	Member, Sports Club, University of Chittagong

Software Literacy: Microsoft Office, SPSS, E-Views, Smart-PLS, AMOS, R-Statistics,

References:

1. Professor Brigadier General K M Salzar Hossain, ndc, psc
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Relationship to candidate: Teacher



(Fatema Johara)