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EDUCATION

Post Doctoral, Indian Institute of Management Calcutta, University Sains Malaysia, 2012- 2013.

PhD in HRM, University of Chittagong, Bangladesh 2010.

MBA, Major in Management, University of Chittagong, 1999.

BBA, Major in Management, University of Chittagong, 1997.

FELLOWSHIP/AWARDS

Commonwealth – AMDISA Post Doctoral Fellowship 2012-2013.

Sponsored by Commonwealth Secretariat, UK and administered by Association of Management Development Institutions in South Asia (AMDISA), a SAARC recognized body headquartered in Hyderabad, India.

EDITORIAL POSITION

- **Editor** (from January 2018), CIU Journal
- **Guest Editor**, Special Issue on 'HRM in Bangladesh: Past, Present, and Future', of *South Asian Journal of Human Resources Management* (A Scopus indexed SAGE Journal) to be published in December 2022.
- **Associate Editor** (from June 06, 2013), *South Asian Journal of Human Resources Management* (A Scopus indexed SAGE Journal) <https://journals.sagepub.com/home/hrm>

CURRENT RESEARCH INTERESTS

Human capital disclosures in emerging economies, developing teaching cases in strategy and HRM, sustainability, change management, knowledge management

FUNDED RESEARCH

Voeten, J., & Absar, M. M. N. (2018). *Bangladesh: Qualitative study on innovation in manufacturing small and medium sized enterprises (SMEs): Exploration of policy and research issues*. Netherlands: Tilburg University.

(Funded by DFID, UK; Administered by Tilburg University, Netherlands).

SELECTED PUBLICATIONS

Teaching Cases

1. Absar, M. M. N., Akhter, S., & Srivastava, R. (2022). BSRM Steel, Bangladesh: Growing from building safety to caring hearts. *Emerald Emerging Markets Case Studies* 12 (2). <https://doi.org/10.1108/EEMCS-10-2021-0324> (Scopus).
2. Absar, M.M.N., Srivastava, R. and Akhter, S. (2021). Leadership through differentiation: Hero's journey with Niloy Motors in the motorcycle industry of Bangladesh. *Emerald Emerging Markets Case Studies*, 11(1). <https://doi.org/10.1108/EEMCS-08-2020-0318> (Scopus).

Book Review

Absar, M. M. N. (2021). [Review of the book *First among equals: 'T-R-E-A-T' leadership for 'L-E-A-P' in a knowledge-based world* by V. Gupta]. *South Asian Journal of Human Resources Management*, 8(2), 299-303. <https://doi.org/10.1177%2F23220937211010231> (ESCI, Scopus).

Book Chapter

Chowdhury, M. H., Absar, M. M. N., & Quader, S. M. (2020) Challenges and developments in the higher education system of Bangladesh: Keys to way forward. In P. Sarangapani & R. Pappu (Eds.) *Handbook of education systems in South Asia*. Singapore: Springer. https://doi.org/10.1007/978-981-13-3309-5_57-1

Research Papers

1. Absar, M. M. N., Dhar, B.K., Mahmood, M., & Emran, M. (2021). Sustainability disclosures in emerging economies: Evidence from human capital disclosures on listed banks' websites in Bangladesh. *Business and Society Review*, 126 (3), 363-378. <https://doi.org/10.1111/basr.12242> (ESCI, Scopus).

2. Mahmood, M., Absar, M. M. N., & Uddin, M. A. (2018). Understanding comparative and international HRM: A review of three main theoretical perspectives. *CIU Journal*, 1 (1), 20- 40.
3. Absar, M. M. N. (2016). Stakeholders' views on voluntary human capital disclosures in corporate annual reports of top Bangladeshi and Indian listed companies. *Journal of Human Values*, 22(3), 209-220. (ESCI, Scopus].
4. Absar, M. M. N., & Mahmood, M. (2015). Human resource management practices in Bangladesh: Current scenario and future challenges. *South Asian Journal Human Resource Management*, 2 (2), 171-188. (ESCI, Scopus).
5. Absar, M. M. N. (2015). Interview with Jamal Nasir, president, Pakistan society for human resources management. *South Asian Journal of Human Resource Management*, 2 (2), 216-223. (ESCI, Scopus).
6. Absar, M. M. N. (2014). Voluntary Reporting of Human Capital in the Corporate Annual Reports: A Comparative Study of Bangladesh, India, and Malaysia. *South Asian Journal of Management*, 21 (3), 31-50. (AMDISA).
7. Absar, M. M. N., Amran, A., & Nejati, M. (2014). Human Capital reporting: Evidence from the banking sector of Bangladesh. *International Journal of Learning and Intellectual Capital*, 11 (3), 244-258. (Scopus).
8. Absar, M. M. N. (2014). Interview with Musharraf Hossain, President, Bangladesh Society for Human Resource Management. *South Asian Journal of Human Resource Management*, 1 (1), 113-117 (ESCI, Scopus).
9. Absar, M. M. N., Nimalathasan, B., & Mahmood, M. (2012). Investigating HRM - Market performance relationship: Evidence from Bangladeshi organizations. *South Asian Journal of Global Business Research*, 1 (2) (ESCI, Scopus; journal is renamed as South Asian Journal of Business Studies).
10. Absar, M. M. N. (2012). Industrial relations in Bangladesh: A comparative scenario between Public and Private sectors. *The Indian Journal of Industrial Relations*, 48 (1) (JSTOR).
11. Absar, M. M. N. (2012). Recruitment & selection practices in manufacturing firms in Bangladesh. *The Indian Journal of Industrial Relations*, 47 (3) (JSTOR).
12. Absar, M. M. N., Nimalathasan, B., & Jilani, M. M. A. K. (2010). Impact of HR practices on organizational performance in Bangladesh. *International Journal of Business Insights and Transformation* 3(2).

13. Absar, M. M. N., Azim, M. T., Nimalathan, B., & Akhter, S. (2010). Impact of human resources practices on job satisfaction: Evidence from manufacturing firms in Bangladesh. *Economic Sciences Series, LXII* (2).