MD. MAHAFUJUR RAHMAN

Barishal 8200, Bangladesh | Phone: +8801866142989 | Email: mahafuj.bu@gmail.com
ORCID: 0009-0001-0484-0109 | Google Scholar: https://surl.li/zglglk

PROFESSIONAL SUMMARY

A dynamic, result-oriented researcher, business analyst, and scholar with strong expertise in business analytics, Human Resource Management, AI integration in organizations, digital leadership, and sustainable performance. Proficient in quantitative and qualitative data analysis methodologies including Structural Equation Modeling (SEM) and Necessary Condition Analysis (NCA). Possesses excellent analytical, data-driven problem-solving, writing, and communication skills.

Research Interests: Human Resource Management | AI & Digital Transformation | Sustainable Management | Organizational Behavior | Strategic Management | Digital Leadership

EDUCATION

Bachelor of Business Administration (BBA) in Management Studies (2021 – 2025) | Result Publication Date: 17 September 2026
University of Barishal, Barishal-8200 | CGPA: 3.59 / 4.00

- **Relevant Areas:** Human Resource Management, Organizational Behavior, Business Research, Strategic Management
- **Thesis Title:** AI in Higher Education (Focusing on Student Engagement and Ethical Considerations)

Higher Secondary Certificate (HSC)
Akij Ideal School & College | Science Group | GPA: 4.42 / 5.00

RESEARCH EXPERIENCE

Research Assistant — Jan. 2025 – Jun. 2025
Department of Management Studies, University of Barishal | Supervisor: Professor Dr. Md. Alamgir Mollah

- Collaborated on a high-impact research project examining digital leadership and AI in HRM for sustainable organizational performance.
- Executed data curation, quantitative analysis (SEM & NCA), visualization, validation, literature review, and manuscript draft editing.
- Co-authored a paper successfully published in a top-tier Q1 Journal.

Undergraduate Projects — 2026
Supervisor: Professor Dr. Tazizur Rahman

Title: *AI Adoption and Academic Performance among Bangladeshi University Students: The Mediating Role of Self-Regulated Learning (SRL) and the Moderating Role of Digital Self-Efficacy (DSE)*

- Completed a thesis examining the relationship between AI adoption and academic performance among Bangladeshi university students, testing the mediating role of Self-Regulated Learning (SRL) and the moderating role of Digital Self-Efficacy (DSE).

PUBLICATIONS

- Mollah, M. A., Amin, M. B., **Rahman, M. M.** (3rd author), et al. (2026). Synergetic role of digital leadership and artificial intelligence (AI) in HRM for sustainable performance: A dual-method approach using SEM and NCA. *Telematics and Informatics Reports*, 21, 100303. https://doi.org/10.1016/j.teler.2026.100303

SKILLS AND COMPETENCES

- **Research Methodologies & Business Analytics:** Structural Equation Modeling (SEM), Necessary Condition Analysis (NCA), Quantitative Data Analysis, Qualitative Content & Thematic Analysis.
- **Analytical Software & Tools:** Python, R, SPSS, AMOS, SmartPLS, Power BI, SQL, NVivo.
- **Personal Strengths & Communication:** Academic Writing & Public Speaking, Presentation Skills, Academic Debate & Discussion, Strategic Problem Solving, Team Leadership & Collaboration.

AWARDS & HONORS

- **OMLAS Champion Fellow (2025):** Selected as a distinguished fellow for the prestigious international OMLAS program.
- **Winner – MSA Case Competition:** 1st Place representing Team 'Reflex United', demonstrating excellence in strategic analysis and business problem-solving.
- **Bangladesh 2.0 Contest (4th Position):** Recognized by Barishal University Research Society (BURS) for interdisciplinary ideas for national progress.
- **Best Presentation Award (7th Semester):** Awarded in the International Business Course Presentation Competition for outstanding presentation skills.