

CURRICULUM VITAE
FATHUMA HANSIYA ABDUL RAUF

Personal Information:

Name in Full :Fathuma Hansiya Abdul Rauf
Name with Initials : Prof. (Mrs). F. H. Abdul Rauf, PhD
Sex :Female
Nationality :Sri Lankan
Date of Birth :06th November, 1968
Marital Status :Married
Permanent Address :No, 35, Isnapula Lane, Dharga Town,
Sri Lanka.
Office Address : **Professor in Management**, Department of
Management, Faculty of Management and
Commerce, South Eastern University, Oluvil,
Sri Lanka.
Telephone :0094 034 2271128
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E Mail :hansiyar@yahoo.com / fharauf@seu.ac.lk / hansiyarauff@gmail.com



Academic Qualifications:

Degree Obtained: PhD

Year Started :2007
Year Completed :2014
Name and Location of Institution :Postgraduate Institute of Agriculture, University of
Peradeniya, Peradeniya, Sri Lanka
Language of Instruction used :English
Results :Pass

Degree Obtained: Master of Business Administration

Year Started :1998
Year Completed :2000
Name and Location of the Institution :Post Graduate Institute of Management, University of
Sri Jayawardenepure, 20, Lesly Ranagala Mawatha,
Colombo 08,SriLanka
Language of Instruction used :English
Results :Merit Pass with Average of 84.3%

Degree Obtained: Bachelor of Business Administration

Year Started :1989
Year Completed :1994
Name and Location of Institution :University of Jaffna, Jaffna, Sri Lanka
Results :Second Class Upper Division

Professional Experience (Local): Full Time Position:

Present Post : Professor in Management
Employer : South Eastern University of Sri Lanka
Nature of Work : Teaching and Research
Year Employed : From 2016 up to now

Position : Senior Lecturer in Management Grade I
Employer : South Eastern University of Sri Lanka
Nature of Work : Teaching and Research
Year Employed : From 2006 to 2016

Position : Senior Lecturer Grade II
Employer : South Eastern University of Sri Lanka
Nature of Work : Teaching and Research
Year Employed : From 2000 to 2006

Position : Lecturer (Probationary)
Employer : South Eastern University of Sri Lanka
Nature of Work : Teaching and Research
Year Employed : From 1995 to 2000

Position : College Lecturer (Temporary)
Employer: : Eastern Province Affiliated University College, Sammanthurai, Sri Lanka
Nature of Work : Teaching and Research
Year Employed : From May 1995 to October 1995

Professional Experience (International): Full Time Position

Position : Senior Lecturer
Employer : College of Business, Kingdom University, Bahrain
Nature of Work : Teaching and Research
Year Employed : From 2008 to 2010

Professional Qualifications and Award:

- Open competitive Commonwealth Professional Fellow award by the commonwealth scholarship commission in the United Kingdom in 2013 to read publication skills in UK.
- Mahapola Higher Education Scholarship awarded to read for BBA by the Government of Sri Lanka in 1998 as recognition of the best results secured in District of Kalutara from the G.C.E. (Advanced Level) held in 1987.
- CWW Kannangara award for the best performance from Sri Lankan government schools in 1987.

Publications: Books

- Text book on “Research Methods in Management” (2006), F. H. Abdul Rauf, & A. L. Abdul Rauf, South Eastern University of Sri Lanka, ISBN: 978-955-50533-2-7.
- Text book on “Human Resource Development” (2005), F. H. Abdul Rauf, South Eastern University of Sri Lanka, ISBN: 955-99933-0-5.
- Guide book on “Guidelines for Postgraduate Dissertation in Management” (2012), South Eastern University of Sri Lanka, ISBN: 978-955-567-223-5.
- Text book on “Service Marketing” (2002), F. H. Abdul Rauf & M. B. M. Ismail, South Eastern University of Sri Lanka, ISBN: 955-627-007-8.
- Book on “Investment Practices in Sri Lanka”(2007), A. L. Abdul Rauf & F. H. Abdul Rauf, South Eastern University of Sri Lanka, ISBN: 978-955-50533-3-4.
- Book on “Organizational Performance: Organizational Citizenship Behavior, Its Forms, Conceptualizations and Antecedents”, (2015), South Eastern University of Sri Lanka, ISBN: 978-955-99933-2-2.
- Text book on “Strategic Management” (2015), F. H. Abdul Rauf, South Eastern University of Sri Lanka, ISBN: 978-955-99933-1-5.
- Text book on “Business Research Methods” (2016), F. H. Abdul Rauf & A. L. Abdul Rauf, South Eastern University of Sri Lanka, ISBN: 978-955-99933-4-6.
- Compiled and Edited Students’ Handbook, Academic Year, 2002/ 2003; 2002/ 2003; 2003/ 2004; 2005/ 2006; 2006/ 2007. Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Compiled and Edited, Postgraduate degree program (Master of Business Administration (MBA) & Postgraduate Diploma in Management (PGDM) prospectus, Academic Year 2013/ 2014, Faculty of Management and Commerce, South Eastern University of Sri Lanka.

Publications: Journals

- Rauf, F. H. A. (2014). Perception of Organizational Justice as a Predictor of Organizational Citizenship Behavior: An Empirical Study at Schools in Sri Lanka, *European Journal of Business and Management*, 6 (12), 124-130.
- Rauf, F. H. A. (2013). The Role Work Family Conflict Self Efficacy on The Negative Effect of Organizational Citizenship Behavior, *South East Asia Journal of Contemporary Business, Economics and Law*, Vol. 3, Issue 1 (December), 49-54.

- Rauf, F. H. A. (2014). Environmental Strategic Factor Analysis of the Tourism Industry in the South Coastal Part of Sri Lanka, *Journal of Emerging Trends in Economics and Management Sciences*, 5(5): 426-434.
- Hansiya Rauf (2004). Perspective Study of the Japanese Styles of Management, *Journal of Management, Vol. II, No 1*, 35-42.
- Hansiya Rauf (2003). How far the knowledge workers and data workers are satisfied with the organizational reward systems: An empirical study on twelve service organizations in Sri Lanka, *Journal of Management, Vol. 1, No. 1*. 2-17.
- Rauf, F. H. A. (2015). What Role Does Job Satisfaction Play on The Relationship Between Organizational Justice Perception And Organizational Citizenship Behavior? Empirical Evidence from Sri Lankan employees, *European Journal of Business and Management, Vol.7, No.15*, 149-162.
- Jahfer. A & Hansiya. A. R, (2009). “An Analysis of the Effectiveness of Micro Finance in Sri Lanka: A case study”, Published in the book *Micro-Finance and Women Empowerment-Part one*, Edited by Rais Ahmad, Mittal Publications, New Delhi (ISBN:81-8324-289-8).
- Nawfer, M. I. & Rauf, F. H. A. (2014). Organizational Justice as an Antecedent of Job Satisfaction of Administrative Staff in Sri Lankan State Universities, *Journal of Management, Vol. No. II*, 23-36.
- Rauf, F. H. A. & Kumar, S. (2015). The Emic and Etic Conceptualizations of Organizational Citizenship Behavior (OCB): Exploring Sri Lankan University Lecturers Perceptions of Their Work, *South Asian Journal of Human Resource Management, SAGE Publications, 2 (1)*, 123-138.
- Rauf, F. H. A. (2015). Twenty First Century Human Resource Management Practices: Why Does Organizational Justice Matter? An Examination of Effect of Perception of Organizational Injustice on Work Alienation and Organizational Citizenship Behavior, *International Journal of Engineering Research and Management, Vol 2; No 8*, 94-100.
- Rauf, F. H. A. (2016). Two Sides of the Same Coin: Harmful or Helpful? A Critical Review of the Consequences of Organizational Citizenship Behavior, *International Journal of Business and Management Review, 4(2)*, 60-77.
- Rauf, F.H.A. (in press). Achieving Competitive Advantage through Knowledge Sharing: Deducing the Determinants of Knowledge Sharing Towards a New Concentric Model: A Review, *Int. J. Knowledge Management Studies*.
- Rauf, F.H.A. (2015). Behind The Counterproductive Work Behavior: Organizational Injustice Practices As a Key Antecedent, *FORUM, South Asian Perspectives on Management and Social Sciences, 1(2)*, 86-98.

- Rauf, F. H. A. (2016). A Predictor Become Dysfunctional: An Investigation of The Effects Overload on the Relationship Between Personality and OCB, *International Journal of Business and Management Review*, 4(2), 120-132.
- Rauf, F. H. A. & Rukshan, B. L. (2016). What Sow the Seeds of Hardship of the Poorest of the Poor? Towards Increasing The Performance of Informal Sector in War Affected Regions of Sri Lanka, *Journal of Management*, 12(2), 1-30.
- Rauf, F. H. A. (2016). Challenges in completion of thesis of postgraduate degree program: towards minimizing the non-completion rate, *International Journal of Business and Management Review*, 4(2), 60-77.
- Rauf, F. H. A. & Rukshan, B. L. (2016). Context Specific Determinants of Performance of Informal Sector: A Study of Factor Structure, *Journal of Management*, 12(1), 1-20.
- Rauf, F. H. A., & Kumar, S. (Awaiting for review report). Can't See The Forest For The Trees: Factor Structures of Context Specific Organizational Citizenship Behavior (Submitted for *International journal of Human Resource Management*).

Publications: Full Papers/ Abstracts in Peer Reviewed Conference Proceedings/ Presentations

- Rauf, F. H. A. & Kumar, S. (2012). “Organizational Citizenship Behavior: Measurement and Validation in the Context of Sri Lankan Universities” at the 2nd International Symposium held on 25th, 26th, & 27th May. South Eastern University of Sri Lanka.
- Rauf, F. H. A. (2006). “Factors Affecting the Professional Aims of Women and Their Achievement with Special Reference to the South Eastern Region of Sri Lanka”. Tenth National Convention on Women’s Studies, 2th - 5th April. Centre for Women’s Research Sri Lanka.
- Rauf, F. H. A. (2013). Presented paper on “The role of work family conflict self-efficacy on the negative effect of organizational citizenship behavior”, Third Kuala Lumpur International Business, Economics & Law Conference, 2th -3rd December, Malaysia.
- Rauf, F. H. A. & Kumar, S. (2011). “Dimensions of organizational citizenship behavior (OCB): Are they Emic, Etic or Both? An Examination of OCB at a Sri Lankan University”, 1st International Conference on the Social Sciences and the Humanities, University of Peradeniya.
- Rauf, F. H. A. (2013). “Extending the nomological network of the organizational citizenship behavior: moderating effect of work family conflict self-efficacy on the relationship between organizational citizenship behavior and work family conflict”, 3rd international symposium, 6th, 7th July, South Eastern University of Sri Lanka.
- Rauf, F. H. A. (2012). “Allocentrism and organizational citizenship behavior in the context of Sri Lankan Universities”, The 5th Thailand –Japan International Academic Conference-2012, Tokyo Institute of Technology, Tokyo, Japan.

- Jahfer, A. & Hansiya, A. R. (2013). "An Analysis of Economic Impact of Microfinance Programs through Self Help Groups in Sri Lanka" 3rd International Symposium Proceedings Vol. 1, 1-8, South Eastern University of Sri Lanka.
- Rauf, F. H. A. "Does Work Family Conflict Cause Absenteeism? Evidence from Orit Apparels Lanka (Pvt) Ltd, Sri Lanka" 4th Annual International Research Conference, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Rauf, F. H. A. "Behind Emotion: Organizational Injustice Practices As a Key Antecedent of Counterproductive Work Behaviors" 5th International Symposium-2015, South Eastern University of Sri Lanka.
- Rauf, F. H. A. (2016). "Islam Is An Absolute Faith From Every Aspect: Does It Talk About Organizational Management?", The 3rd International Symposium, Faculty of Islamic Studies & Arabic Language, Faculty of Islamic Studies & Arabic Language, South Eastern University of Sri Lanka, Conference proceedings, 25.
- Rauf, F. H. A. (2017). "Organizational Citizenship Behavior of Nurses And Patients' Satisfaction: A Study at Public Hospitals in Ampara District of Sri Lanka", 5th Annual International Research Conference, Faculty of Management and Commerce, South Eastern University of Sri Lanka.

Other Research and Creative Work

- Editor in chief-Journal of Management, Faculty of Management and Commerce, South Eastern University of Sri Lanka, published continuously for six years from 2002-2008 (Initiator and complete responsible for the launching of first issue in 2002) ISSN 1391-8230.
- Editor, South Asian Journal of Human Resource Management (e ISSN: 2349-5790 & ISSN: 2322-0937), SAGE Publications.
- Editor and Reviewer, Journal of Educational Research and Reviews (ISSN: 1990-3839), Science web Publishing.
- Member of Editorial advisory board, Journal of Management, South Eastern University of Sri Lanka, since 2012 up to now.
- Member of Co-Editors, Proceedings of the 2nd International Symposium, 2012, South Eastern University, Sri Lanka.
- Reviewer for journal of Management, South Eastern University of Sri Lanka Since 2002 up to now.
- Reviewer to the Second International Conference on Contemporary Management (ICCM) 2015, University of Jaffna. Reviewed two full papers.

- Reviewer to the Third International Conference on Contemporary Management (ICCM) 2016, University of Jaffna. Reviewed two full papers.
- Reviewer to the South Eastern University Arts Research Session (2015).
- Reviewer to the 5th International Symposium-2015 held on 7th and 8th December, 2015 by the South Eastern University of Sri Lanka.
- Reviewer to the 4th Annual International Research Conference-2015 held on 18th and 19th November, 2015 organized by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Track Coordinator to the human resource management of the 4th Annual International Research Conference-2015 held on 18th and 19th November, 2015 organized by Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Co-editor of the 4th Annual International Research Conference-2015 held on 18th and 19th November, 2015 organized by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Member of the editorial board of the 2nd Annual Research Conference 2013, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Participated in the workshop on “Research Methods for Faculty of Commerce and Management, conducted by National Library and Documentation Centre, Colombo (2001).
- Chairperson for the 2nd Annual Research Conference-2013 held on 17th January, 2014 Organized by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Reviewer for the 2nd Annual Research Conference-2013 held on 17th January, 2014 Organized by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Contributed for the 2nd Annual Research Conference-2013 held on 17th January, 2014 Organized by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Reviewer for the 3rd International symposium of South Eastern University of Sri Lanka (2013).
- Chairperson for the 1st Annual Research Conference on “Emerging Issues in Management and Finance” conducted on 9th and 10th April, 2012 by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Contributed to the 1st Annual Research Conference on “Emerging Issues in Management and Finance” conducted on 9th and 10th April, 2012 by the Faculty of Management and Commerce, South Eastern University of Sri Lanka.

- Committee member for the 2nd International Symposium - 2012, held on 25th , 26th and 27th May, 2012 conducted by the South Eastern University of Sri Lanka.
- Chairperson for the 3rd International Symposium - 2013, South Eastern University of Sri Lanka, held on 6th and 7th July, 2013.
- Reviewer for the 1st Annual Research Conference on “Emerging Issues in Management and Finance” conducted on 9th and 10th April, 2012, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Chairperson for the 2nd International Symposium, 2012 held on 25th, 26th and 27th, May, 2012, South Eastern University of Sri Lanka.
- Coordinator, and the Chief Editor for 5th Annual International Research Conference, 2016, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Reviewer for the 2nd International Symposium- 2012 held from 25th to 27th May, 2012, South Eastern University of Sri Lanka.
- Member of the Senate research and publication committee, South Eastern University of Sri Lanka from 2011 to 2014.
- Chairman to the “Research and innovation cell” of the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2015).
- Chairperson, technical session of the SEUSL Arts Research session -2015 held on December 22, 2015.
- Faculty nominee to the senate from 2011-2014, South Eastern University of Sri Lanka.
- Sub Activity Coordinator for Improving research and publication for quality and innovatory grants QIG-Bachelor of Business Administration, Faculty of Management and Commerce, HETC Project, South Eastern University of Sri Lanka (2015).
- Chairperson-Technical Session of the 5th International Symposium-2015(University level) held on 7th and 8th December, 2015 by the South Eastern University of Sri Lanka.
- Reviewer of the 5th International Symposium-2016 held on 7th and 8th December, 2016 by the South Eastern University of Sri Lanka.
- Reviewer of the 6th International Symposium-2017 held on 7th and 8th December, 2017 by the South Eastern University of Sri Lanka.
- Supervision of undergraduate dissertations. Supervised minimum five students every year.
- Reviewer for 3rd International Symposium, Faculty of Islamic Studies & Arabic Language, South Eastern University of Sri Lanka (2016).

- Co-editor/ 2nd International Symposium, 2012, 25th May, South Eastern University of Sri Lanka.
- Reviewer for the 3rd Annual Research Conference -2014, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Reviewer for the 4th Annual Research Conference -2015, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Co-editor for the 4th Annual International Research Conference, 2015, 18th November, 2015. Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Reviewer/ Journal of Management, Faculty of Management and Commerce, South Eastern University of Sri Lanka, from 2002-2015.
- Reviewer /Kalam Journal, Faculty of Arts and Culture, South Eastern University of Sri Lanka, 2015.
- Lecturer in charge for research methods for undergraduate and postgraduate degree programmes.
- Supervisor, Mr. M. I. Nawfer, MBA Candidate, Title: Factors influencing Job Satisfaction of Administrative Staff in Sri Lankan Universities, Faculty of Management and Commerce, South Eastern University of Sri Lanka. (Successfully completed).
- Supervisor, Mr. R. B. Lovell, MBA Candidate, and Title: Individual and Environmental determinants of performance of informal sector in war affected regions of Sri Lanka: Evidence from women headed households in the District of Vavuniya, Faculty of Management and Commerce, South Eastern University of Sri Lanka. (Successfully completed).
- Supervisor, Moh Moh Lewin, MBA Candidate, and Title: Organizational Citizenship Behaviours (OCB) of Nurses And Patient Satisfaction: A Study at Public Hospitals in Ampara District, Eastern Province of Sri Lanka, Faculty of Management and Commerce, South Eastern University of Sri Lanka. (Successfully completed).
- Supervisor, K. Kajendran, MBA Candidate, Title: A Study on The Effectiveness of Grievance Handling Procedures of Banks in Ampara District, Faculty of Management and Commerce, South Eastern University of Sri Lanka.(In progress).
- Supervisor, Mr. M.I. Mohamed Azhar, MBA candidate, Title: Identify the performance Gap between the state banks and private banks employees of Sri Lanka by the Performance Appraisal System and Motivation – An Analytical Study, Faculty of Management and Commerce South Eastern University of Sri Lanka. (in progress).
- Supervisor, Mr. M.A. Abdul Rauf, MBA Candidate, Title: Customer Satisfaction Enhancement for better future of SLT, Faculty of Management and Commerce, South Eastern University of Sri Lanka (in progress).

- Supervisor .Mr. S. Jeyarajah, MBA candidate, Title: The relationship between the Commitment and Job Performance of Employees in the Public Sector Organizations: Special reference to Department of ACLG (Assistant Commissioner of Local Government) Development in Batticaloa District, Faculty of Management and Commerce, South Eastern University of Sri Lanka (in progress).
- Supervisor .Mr A.L.M. Rusfan, MBA candidate, Title: Study on customer satisfaction on Bank of Ceylon credit facilities in Ampara District, Faculty of Management and Commerce, South Eastern University of Sri Lanka (in progress).

Administrative Positions Held:

- Dean of the Faculty of Management and Commerce, South Eastern University of Sri Lanka from 2002 to 2008.
- Head, Department of Management, South Eastern University of Sri Lanka, from April 16, 2001 to August 11, 2002.
- Acting Vice –Chancellor, South Eastern University of Sri Lanka, with effect from 1st November, 2007 until UGC appointment until vice chancellor resumes duties after his overseas leave.
- Acting Vice –Chancellor, South Eastern University of Sri Lanka, with effect from 18th November, 2007 until UGC appointment until vice chancellor resumes duties after his overseas leave.
- Coordinator for postgraduate program, Faculty of Management and Commerce, South Eastern University of Sri Lanka, with effect from 1st June, 2012 to 31st July, 2014.
- Chairperson, Board of Study, Postgraduate program, Faculty of Management and Commerce, South Eastern University of Sri Lanka, 2018.
- Director, Centre for External Degrees and Professional Learning (CEDPL) from 1st April, 2016 to 22nd January, 2018.
- Academic Coordinator for the Department of Management, South Eastern University of Sri Lanka, from December, 18,1996 to April 30,1998 and from May 01,2000 to April 15,2001.
- Academic Coordinator for the Department of Management, South Eastern University of Sri Lanka, from 15th April, 1998 to 14th April, 1999.
- Member of the Board of Management of the Center for Study of Human Rights, South Eastern University of Sri Lanka, from 2002 to 2004.
- Member of the Council of the South Eastern University of Sri Lanka since 2002 to 2008.

- Member of the Senate of the South Eastern University of Sri Lanka since 1995 to 2008.
- Treasurer to the South Eastern University Teachers Association (SEUTA), South Eastern University of Sri Lanka, from October 24, 2001 to October, 2002.
- Treasurer of the South Eastern University Teachers' Association from 10th August 2002 to 7th October, 2003.
- Senior Treasurer to the Faculty Students Union, South Eastern University of Sri Lanka, academic year 2001/ 2002.
- Chairman to the examination and disciplinary committee of the South Eastern University of Sri Lanka, 2004.
- Chairman of the Faculty Board of the Faculty of Management and Commerce, South Eastern University of Sri Lanka from 2002 to 2008.
- Chairperson for the writing team of the Quality Assurance Programme Review Self Evaluation Report for three degree programmes (BBA, BBA (HRM Spl & MKG Spl), Department of Management, South Eastern University of Sri Lanka, 2018.
- Member of the Standing Committee of the Faculty of Management Studies, University Grants Commission, Sri Lanka, from 2002-2008.
- Chairman of the Quality Assurance Team of the Faculty of Management and Commerce of the South Eastern University of Sri Lanka, 2008 and obtained accreditation of Quality Assurance Program of Universities Grants Commission, Sri Lanka.
- Election officer, to conduct the election to the Faculty Students' Union of the Faculty of Management and Commerce, South Eastern University of Sri Lanka, 2002 to 2008.
- Member of Senate Library Committee, South Eastern University of Sri Lanka, from 2002 to 2008.
- Member of Board of Management, External Degree Program, South Eastern University of Sri Lanka, from 2005 to 2008.
- Member of Board of Management, Postgraduate Program, Faculty of Management and Commerce, South Eastern University of Sri Lanka, from 2012 to 2014.
- Member of Board of Management, Postgraduate Program, Faculty of Management and Commerce, South Eastern University of Sri Lanka, 2018.
- Member of the selection committee for the recruitment of lecturers to the Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Research supervision for the undergraduate students at the Faculty of Management and Commerce, South Eastern University of Sri Lanka since 1995 up to now.

- Developed curriculum for external degree of Bachelor of Business Administration, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Developed new degree program in Bachelor of Science in Management and Information Technology (BSC in MIT), Faculty of Management and Commerce, South Eastern University of Sri Lanka, 2007.
- Member of the Board of study of the Postgraduate programme, Faculty of Management and Commerce, South Eastern University 2015.
- Chairman of the Disciplinary inquiry committee, south eastern university, 2015 (three incidents) submitted a comprehensive report.
- Member of the Senate Curriculum committee, South Eastern University of Sri Lanka from 2002 to 2008.
- Member of the senate research and publication committee, South Eastern University of Sri Lanka from 2002 to 2008.
- Member of Board of Management, Postgraduate programme, Faculty of Management and Commerce, South Eastern University of Sri Lanka from 2012-2015.
- Chairman for the Convocation Committee, 9th convocation, 2014, South Eastern University of Sri Lanka.
- Chairperson for the Committee on “Revisit the Students’ Union By-Laws”, South Eastern University of Sri Lanka, 2016.
- Appointed Senate Chairperson for the “policy guidelines and procedures or re-scrutinization of marks and grades of undergraduate, 2013. South Eastern University of Sri Lanka.
- Faculty nominee of the Faculty of Management and Commerce to the Senate of South Eastern University of Sri Lanka from 2001 to 2014.
- Activity Coordinator, EDP / UDG, HETC Project, South Eastern University of Sri Lanka. (2014).
- Sub Activity Coordinator for Improving research and publication for quality and innovatory grants QIG-BBA/ Faculty of Management and Commerce, South Eastern University of Sri Lanka, HETC Project.
- Coordinator for Research Promotion Cell, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Chairman to the research and innovation cell of the faculty of management and commerce 2015.

- Students' counsellor, from 3rd July, 2000 to 31st December, 2000, South Eastern University of Sri Lanka.
- Student Counsellor, from 2nd July 2001 to 30th June, 2002. South Eastern University of Sri Lanka.
- Student Advisor/ Mentor, for the academic year 2000/2001, South Eastern University of Sri Lanka.
- Students' Counselor from 15.07.1996 to 14.07.1998. South Eastern University of Sri Lanka.
- Member of Academic Affairs Board of the National Institute of Social Development (NISD), Sri Lanka from 2000 to 2001.
- Member of Board of Management of the Centre for Study of Human Rights from July, 2002.
- Member of the South Asia Chapter of the Academy for Global Business Advancement (AGBA), from 2008.
- Chief Examiner, G.C.E. (A/L) - Accounting, Department of Examinations, Sri Lanka. (2003-2008).
- Member of the Advisory Committee of the Implementation of proposal to develop commercial publications for Academic purposes, Universities Grants Commission, Sri Lanka from 2003.
- Member of Exploring Leadership and Learning Theories Association (ELLTA) Organization, Malaysia from 2010.
- Member of the Interim Council of Management of the National Centre for Advanced Studies (NCAS) of Sri Lanka from 2006 to 2009.
- Lecturer, College of Business, Kingdom University, Bahrain from 06.09.2008 to 15.01.2010.
- Organizer for the workshop on "How to Prepare Course Manual" for Academic Staff of Faculty of Management and Commerce, South Eastern University of Sri Lanka, Conducted on May, 2003, in Academic Program Centre, Colombo.
- Organizer for the International Seminar in Malaysia for MBA students of South Eastern University of Sri Lanka, 2013.
- Resource person for (2007) Report for International Labor Organization (ILO) on "A Comparative Study on the Effectiveness of the ILO Co-Fund Project and Related Micro-Finance Programs Exiting in the Ampara District. Report submitted with 106 pages.
- Member of Building Committee, South Eastern University of Sri Lanka. (2002).
- Coordinator, Project of Commercial Publications for Academic Purposes to the UGC. 2002-2003.

- Member of the Advisory Committee of the Implementation of proposal to develop commercial publications for academic purposes, UGC, Sri Lanka from 2003.
- Member of the examination committee for the comprehensive examination in respect of the postgraduate student of Postgraduate Institute of Agriculture (PGIA), University of Peradeniya, 2015.
- Lecturer in Business administration from 6th September, 2008 to 15th January, 2010. At The Kingdom University, Bahrain.
- Participated in developing curriculum for bachelor of social work curriculum, National Institute of Social Development (NISD), Sri Lanka.
- Chairman for the board of survey 2000, South Eastern University of Sri Lanka.
- Member of the millennium register of Sri Lankan personalities, 2004.
- Chairman of Annual Board of Survey, South Eastern University of Sri Lanka (2009).
- Member of Subcommittee, Overall Performance Awards for Students, South Eastern University of Sri Lanka (2012).
- Member of Hostel Committee, South Eastern University of Sri Lanka from 7th December, 2006.
- Member of Technical Evaluation Committee, of Good Procurements, OTS/HETC Project, South Eastern University of Sri Lanka (2012).
- Chairman to Conduct the Inquiry Committee, South Eastern University of Sri Lanka (2014).
- Member of Selection Committee for Recruitment and Promotion for Non-Academic Staff, South Eastern University of Sri Lanka.
- Member of Selection Committee for Recruitment of Academic Staff, South Eastern University of Sri Lanka (2003).
- Member of Selection Committee for Confirmation of Academic Staff, South Eastern University of Sri Lanka (2006).
- Member of Selection Committee for Normal Promotion of Academic Staff, South Eastern University of Sri Lanka.
- Reviewer and the active contributor at the stakeholder workshop on programme review manual on 16th -17th October, 2015, HETC Project, Ministry of Higher Education, Sri Lanka.
- Examiner and the translator of the paper II of the written examination for promotion of clerks, UGC, 2007.

- Member of the Project Monitoring Committee for Building complex for the faculty of information technology, South Eastern University of Sri Lanka, 13. 03. 2003.
- Member of the committee for preparing all the MoUs which comes under the Faculty of Management and Commerce, South Eastern University of Sri Lanka from 03.12.2015.
- Actively participated at the seminar on undergraduate education project on 13th December, 2002 to address the issues like quality enhancement fund (competitive fund), funding mechanisms of Universities, student support schemes, institutional building (improvements in management and training), conducted by UGC.
- Temporary college lecturer on contract basis at Eastern Affiliated University College, Sri Lanka from 17th April, 1995 to 30th October, 1995.
- Contributor in the discussion in forming a government of reconciliation and reconstruction proposed by the H.E. the President of Sri Lankan held on 20th November, 2003.
- Ex-officio member of the University Council of the South Eastern University of Sri Lanka from 2002 to 2008.
- Participant and contributor, Stake holder workshop on programme review manual, HETC, 16th -17th October, 2015.
- Member of the selection committee for recruitment to the post of Instructor in Computer Technology Grade II /Management Information System, Faculty of Management and Commerce, South Eastern University of Sri Lanka on 15.12.2007.
- Member of the selection committee for appointment to the post of senior assistant librarian, South Eastern University of Sri Lanka on 15.12.2007.
- Selection for the confirmation of in the post of lecturer in Accountancy, Dept. of Accountancy and Finance, FMC, South Eastern University of Sri Lanka on 15.12.2007.
- Member of the panel to review and evaluate of self-assessment of Mr. M. S. M. Jalaldeen, Senior Lecturer, Gr II in Arabic , Faculty of Islamic culture and Arabic Studies, South Eastern University of Sri Lanka on 18.01.2007.
- Examiner and translator of the written examination for appointment to the post of assistant accountant/ assistant bursar/ assistant internal auditor, conducted by the University Grants Commission, Sri Lanka in 2006.

Dissemination of Knowledge, Contribution to University and National Development:

- Reviewer, Programme Review, Faculty of Social Sciences and Humanities, Rajarata University of Sri Lanka, Cluster 2 BA (Hons) in Economics BA (Hons) in Environmental Management, 1-4, October, 2017.

- Reviewer, Programme Review, Faculty of Humanities, University of Kelaniya, Cluster 3-English; English Language Teaching; Linguistics; Western Classical & Cristian Culture; DELT, 5-8, November, 2017.
- Reviewer, Programme Review, Faculty of Arts & Culture, Eastern University of Sri Lanka, General Degree, 8-11, October, 2017.
- Reviewer, Programme Review, Faculty of Management Studies and Commerce, University of Sri Jayawardenepura, Sri Lanka, Special Degree in BBA(Human Resource Management), 2018
- Chairperson Review Team, Programme Review, Faculty of Management Studies and Commerce, University of Sri Jayawardenepura, Sri Lanka, Special Degree in BBA (Business Economics), 2018.
- Anchor reviewer, ELTA-ELSE (AHEAD Project - 2018), Department of Accounting, Faculty of Management and Finance, University of Colombo.
- Anchor reviewer, ELTA-ELSE (AHEAD Project - 2018), Department of Commerce and Financial Management, Faculty of Commerce and Management Studies, University of Kelaniya.
- Chairman, Board of Study, Postgraduate Programme, Faculty of Management and Commerce, South Eastern University of Sri Lanka. From 2017-up to now.
- Member of Academic Affairs Board, National Institute of Social Development (NISD) from 2003 to 2005.
- Chairperson, Self-Evaluation Report writing team of the quality assurance programme review process for the Cluster 1 of the Faculty of Management and Commerce, South Eastern University of Sri Lanka, 2018.
- Chairman, Research and publication committee, Faculty of Management and Commerce, South Eastern University of Sri Lanka. From 2017 – up to now.
- Resource person to the Induction Training on "Teaching Methodology and Class room Management" conducted by the Staff Development Centre of South Eastern University of Sri Lanka in 2012.
- Resource person for a workshop conducted by career guidance unit of South Eastern University of Sri Lanka, on the topic of “Business ethics and etiquettes” on 24th august, 2013.
- Resource person “Understanding the Strategic Planning and Development of The Mission Statement”, in the workshop on strategic planning academic session conducted by the South Eastern University of Sri Lanka in 2001.

- Resource person “Research Writing Skills”, in the Training session for staff conducted by the Faculty of Islamic Studies and Arabic Language of the South Eastern University of Sri Lanka in 2015.
- Resource person for a workshop for staff of state and non-state institutions, conducted by the External Degree Programme of the South Eastern University of Sri Lanka on “Teaching and Training Methods”, 2016.
- Organized the workshop on “Academic Development: Teaching Methodology, Research Methodology, How to Prepare Effective Examination Paper, Developing Skills for an Effective Academic” under MOU Program with Faculty of Management Studies and Commerce, University of Sri Jayewardenepura, on 3rd & 4th, January, 2003.
- Examiner and translator of the written examination for appointment to the post of assistant accountant/ assistant bursar/ assistant internal auditor, conducted by the University Grants Commission, Sri Lanka in 2006.
- Examiner for comprehensive examination for the MBA degree program, Postgraduate Institute of Agriculture, University of Peradeniya in 2015.
- Chief examiner for the subject of Accounting for GCE A/L conducted by the Department of Examination, Ministry of Education, Sri Lanka from 2003 to 2008.
- Organized the workshop on “Academic Development; Teaching methodology; How to prepare an effective question paper on 3rd and 4th January, 2003.
- Resource person and visiting lecturer for the course “Managerial Organizations” for MBA degree programme of Faculty of Management and Commerce, South Eastern University of Sri Lanka, from 2011 to 2016.
- Resource person and visiting lecturer for the course “Human Resource Development and Management” for MBA degree programme of Faculty of Management and Commerce, South Eastern University of Sri Lanka, from 2011 to 2016.
- Resource person and visiting lecturer for the course “Research Methods in Management” for MBA degree programme of Faculty of Management and Commerce, South Eastern University of Sri Lanka, from 2012-2016.
- Resource person and visiting lecturer for the course “Strategic Management” for MBA degree programme of Faculty of Management and Commerce, South Eastern University of Sri Lanka, 2014.
- Participant and contributor in the session on “Brainstorming with External Stakeholders for Curriculum Development of BBA Program” held on 18th Sep, 2014. Conducted by the Department of Management, South Eastern University of Sri Lanka.
- Recorded as one of the prominent professional in “The millennium register of Sri Lankan personalities”, Published by the key research & information Ltd, Sri Lanka.

- Resource person “Understanding the Strategic Planning and Development of the Mission Statement”, in the Workshop on Strategic Planning- Academic Session held from 18th January to 21st January, 2001.
- Consultant and undertaken a field study on Micro Finance Facilities in the District of Ampara Assigned by the International Labor Organization for the Tree project in the District of Ampara, Sri Lanka in 2007.
- Consultant and undertaken a field study on Impact of tourism in eastern province Assigned by Asia Foundation in 2017.
- Introduced new General Degree in Bachelor of Management and Information Technology (MIT) (Internal), Faculty of Management and Commerce, South Eastern University of Sri Lanka (2008).
- Introduced new Special Degree in Bachelor of Business Administration (Internal) Faculty of Management and Commerce, South Eastern University of Sri Lanka (1995).
- Introduced new Special Degree in Bachelor of Business Administration (Specialization in Human Resource Management) (Internal) Faculty of Management and Commerce, South Eastern University of Sri Lanka (2003).
- Introduced a new Special Degree in Bachelor of Business Administration (Specialization in Marketing Management) (Internal) Faculty of Management and Commerce, South Eastern University of Sri Lanka (2002).
- Introduced General Degree in Bachelor of Business Administration (External) Faculty of Management and Commerce, South Eastern University of Sri Lanka (2001).
- Curriculum revision for the Bachelor of Business Administration Degree programme (Internal), Faculty of Management and Commerce, South Eastern University of Sri Lanka (2001, 2002 and 2008).
- Chairman of Curriculum development team, Faculty of Management and Commerce, South Eastern University of Sri Lanka (from 2001 to 2008).
- Chairman of the Self-evaluation team for the Faculty Quality Assurance and Accreditation, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2006).
- Curriculum Development for Undergraduate Courses (BBA Special), Faculty of Management and Commerce, South Eastern University of Sri Lanka (Internal) (1995, 2001, 2002, 2008).
- Curriculum Development for Undergraduate Courses (Specialization in Human Resource Management, Specialization in Marketing), Faculty of Management and Commerce, South Eastern University of Sri Lanka. (Internal) (2002, 2003).

- Participated in the session on “Brainstorming with external stakeholder for curriculum development of BBA.
- Programme” held on 18th September, 2014 organized by quality and innovation grant at South Eastern University of Sri Lanka. Lanka.
- Revision of Curriculum for Undergraduate Courses (Specialization in Human Resource Management, Specialization in Marketing), Faculty of Management and Commerce, South Eastern University of Sri Lanka (Internal) (2008).
- Development of Curriculum for Undergraduate Courses (External), Faculty of Management and Commerce, South Eastern University of Sri Lanka (External) (2001).
- Contributed to preparation of blueprint for Bachelor of Business Administration (External) Degree Curriculum, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2014).
- Incorporated full GPA and Credit system in the curriculum, Faculty of Management and Commerce, South Eastern University of Sri Lanka for Bachelor of Business Administration Degree programme (Internal) (2002).
- Restructure the faculty with seven units with various specialization degree programmes; Started special degree programmes in marketing, human resource management, business economics, Accountancy, finance, and management information system from the second year of the degrees (2002).
- Participated and contributed to the workshop on “Curriculum Development Issues” for the Department of Management held on 6th March, 2014 organized by the QIG/ BBA/ HETC Project at South Eastern University of Sri Lanka.
- Restructure the evaluation policies with credit hours and award of classes, introducing elective courses for all degree programmes offered by the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2002).
- Coordinator for the MoU Programme with Faculty of Management Studies and Commerce of University of Sri Jayawardenepura for curriculum development and mutual exchange of resources (2002).
- Develop the evaluation criteria for MBA dissertation and viva presentation, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2013).
- Develop the policy guidelines for credit transfer system for MBA programme offered by the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2013).
- Develop pre-requisites for admitting students to specialization degree programmes after two year common programme; Develop requirements for graduation and award of classes for all degree programmes offered by the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2002).

- Contributed in developing by-law for conduct at examination and in developing punishments for examination offences, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2004).
- Implemented panel marking system in the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2002).
- Participated in the workshop on “Academic Development: Teaching methodology; Research methodology; How to prepare effective examination paper; developing skills for an effective academic” on 3rd and 4th January, 2003. Conducted under the MoU programme between Faculty of Management and Commerce, South Eastern University of Sri Lanka and the Faculty of Management Studies and Commerce of the University of Sri Jayawardenepura.
- Publish handbook on Guidelines for Postgraduate Dissertation in Management, ISBN 978-955-567-223-5, Postgraduate Unit, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2013).
- Publish first Faculty Handbook for the Faculty of Management and Commerce, South Eastern University of Sri Lanka from 2002 and every year until 2008.
- Member of Academic Affairs Board of the National Institute of Social Development (NISD), Sri Lanka (2000 & 2001).
- Prepared the development plan for the period from 2005 to 2015 for the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2005).
- Member of the committee for preparing all the MoUs which comes under the Faculty of Management and Commerce, South Eastern University of Sri Lanka (2015).
- Member of advisory committee of the course manual for Management and Entrepreneurial skills prepared by Mrs. Sareena U. M. A. Gaffoor (2004).
- Developed and introduced Re-Scrutiny Policy for postgraduate degree programmes, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2013).
- Developed curriculum for all courses with help of other staff and revised whole syllabuses, Faculty of Management and Commerce, South Eastern University of Sri Lanka (2002).
- Introduced the semester system at the Faculty of Management and Commerce, South Eastern University of Sri Lanka (1996).
- Develop Curriculum for the course strategic management, Degree on Bachelor of Business Administration (external), Faculty of Management and Commerce, South Eastern University of Sri Lanka.

- Actively participated on the Credit & Qualifications Framework-Commerce and Management workshop conducted by Quality Assurance and Accreditation Council of the University Grants Commission Sri Lanka, October 16, 2007.
- “Quality Related Issues in Higher Education” conducted by Quality Assurance and Accreditation Council of the University Grants Commission Sri Lanka and Staff Development Centre, South Eastern University, October 11, 2008.
- “Innovative and Interactive Teaching Methods” organized by Quality Assurance and Accreditation Council of the University Grants Commission Sri Lanka and Staff Development Centre, South Eastern University, December 24, 2008.
- Developed new course materials for undergraduate, postgraduate and external degree programmes.
- Setter and the examiner for the admission test for the MBA programme in 2012, Faculty of Management and Commerce, South Eastern University of Sri Lanka.
- Moderator and examiner for the admission test for the MBA programme in 2016, Faculty of Management and Commerce, South Eastern University of Sri Lanka.

Academic Development, Training Obtained (Local/International):

- Participated and successfully completed management training programme, held on April 17th to April 21st 2012 conducted by Dhaanish ahmed College of engineering, Dhaanish Ahmed School of Management, Madras, India.
- Open competitive Commonwealth Professional Fellow award by the commonwealth scholarship commission in the United Kingdom in 2013 to read publication skills in UK
- Participated and successfully completed the international seminar on special topics in management, held on 26th May, 2013 to 31st May, 2013 by University College of Islam Melaka, Malaysia.
- Participated and successfully completed the workshop on “Women as Managers” conducted by Institute of Human Development and Training held on 29th November, 2002.
- Participated and successfully completed workshop on “Statistical Software for Research Methodology” conducted by the Staff Development Centre, South Eastern University of Sri Lanka on 23rd & 24th December, 2010.
- Participated and successfully completed the training programme on 5S application in productivity and quality improvement held on 12th July, 2006 conducted by Sri Lanka Standards Institution.
- Successfully completed an international seminar on “Managerial Grid Seminar” held from 18th to 21st February, 2008, organized by Grid International Inc., India.

- Participated in the international workshop in London under the South Eastern University of Sri Lanka link with University of York, Ove and Arup UK, Sponsored by British Council, Sri Lanka from 11th July to 23rd July, 2005.
- Participated in the national seminar on “Public enterprises: performance, governance and best practices; strategies for success” organized by the ministry of skills development and public enterprise reforms commission on 14th February, 2006 at the BMICH , Colombo.
- Participated in the meeting of the Vice Chancellors, Rectors, Directors and Deans with the Secretary, Ministry of Education and the Education Cluster of the National Council for Economic Development, 12th November, 2004.
- Participated and successfully completed the workshop on “Islamic Banking and Financial System”, organized by South Eastern University of Sri Lanka and the International Islamic University, Pakistan held in Oluvil on 14th & 15th December, 2004.
- Participated and successfully completed “Grading System for Auxiliary/ Enhancement Courses”, held on 13th March, 2014, South Eastern University of Sri Lanka, conducted by Staff Development Centre.
- Participated and successfully completed Credit & Qualifications Framework-Commerce and Management workshop conducted by Quality Assurance and Accreditation Council of the University Grants Commission Sri Lanka, October 16, 2007.
- Participated and successfully completed “Quality Related Issues in Higher Education” conducted by Quality Assurance and Accreditation Council of the University Grants Commission Sri Lanka and Staff Development Centre, South Eastern University, October 11, 2008.
- Participated and successfully completed “Innovative and Interactive Teaching Methods” organized by Quality Assurance and Accreditation Council of the University Grants Commission Sri Lanka and Staff Development Centre, South Eastern University, December 24, 2008.
- Participate and successfully completed the stakeholder workshop on programme review manual organized by the quality assurance, HETC.2015.
- Successfully participated and completed the seminar on “Consortium of Sri Lankan Academic Libraries (CONSAL) at UGC, on 11th December, 2015.
- Participated and successfully completed in the workshop on skill development workshop by young scientist forum, 6th October, 2015.
- Participated and successfully completed the workshop on Strategic planning” academic session conducted by the South Eastern University from 18th January to 21st January 2001.
- Followed a workshop and successfully completed on “Women as Managers - Empowerment

of women managers for advanced strategic leadership”, conducted on 26th January, 2001 by Institute of Human Development and Training, Sri Lanka.

- Participated and Successfully completed the workshop for academics on “ Making Learning and Teaching Easier and More Meaningful” conducted by the staff development programme of the Faculty of Management Studies and Commerce of South Eastern University of Sri Lanka on 24th November, 2004.
 - Participated and Successfully completed the workshop on “Research Methods for Faculty of Commerce and Management”, conducted by National Library and Documentation Centre of Sri Lanka, 2001.
 - Participated in the workshop on “Contemporary Social Issues in Sri Lanka” on 15th & 16th September, 2003. Conducted by Faculty of Arts and Culture, South Eastern University of Sri Lanka.
 - Participated in the Session in “Computer Career Guidance Programme” on 21st January, 2001, by the South Eastern University of Sri Lanka.
 - Participated in the workshop on Academic Development: Teaching Methodology; Research Methodology; How to prepare effective examination paper; Developing skills for an effective academic” on 3rd and 4th January, 2003. Conducted by Faculty of Management and Commerce, South Eastern University of Sri Lanka and Faculty of Management Studies and Commerce, University of Sri Jayawardenepura under MoU Programme.
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