
Editorial Note

The IUC Studies is a peer reviewed scholarly journal, aims at publishing the original articles on wide range of topics that represent a variety of interdisciplinary interests. The Journal seeks to bring academic researchers from within the country and beyond, on the similar forum, to let them share the views and findings with others who are working for the similar objective and strive to providing space for new researchers for contributing to the field of multidimensional research experiences for academic purpose and policy framing. We do fervently request to all researches at home and abroad, attached to the academic institutions or national and international organizations, to share us with their valuable experiences and findings which may contribute to the enhancement of the field of research and society development. This issue contains seven articles focusing on multidisciplinary aspects related to Human Resource Management, Corporate Social Responsibility, Islamization of Disciplines, Arts and Humanities, International Humanitarian Law, nationalism and ethnicity.

Md. Mahi Uddin, Mohammad Aktaruzzaman Khan and Kalsom Ali, through a quantitative approach, provide a survey of the influence of leadership styles such as transactional and transformational on promoting organizational learning (OL) in private universities of Bangladesh. Results are indicative of positive relationships between the dimensions. However, the study found no significant relationship between management by exception-active and management by exception-passive of transactional leadership on the learning process. The authors opine that the leaders should take remedial measures on the basis of leader-member interactions to make transactional leadership more effective in order to motivate their followers better committed, dedicated, creative, and dynamic in achieving visionary goals.

Mohammad Zahid Hossain Bhuiyan, Md. Mahi Uddin, Afzal Ahmad and Nazamul Hoque have studied the impact of investment in human resource development (HRD) on the financial performance of commercial banks in Bangladesh. They used economic and survey data purposively selected from 120 bank executives of 20 private commercial banks. The study delimited a significant positive correlation between HRD investment and financial performance of sample banks which would be of useful for the policy makers in financial institutions irrespective of the geographical boundary.

Nazamul Hoque, Mohammad Aktaruzzaman Khan and Mohammad Zahid Hossain Bhuiyan through a mixed method study examined the contribution of CSR programs of multinational enterprises (MNEs) operating in Bangladesh in the poverty alleviation. They interviewed ten MNE managers for qualitative data while annual reports, websites, and articles were consulted for quantitative purpose. The authors found insignificant contribution of MNEs in poverty alleviation by their CSR initiatives. The article presents that most of the MNEs' contribution and their financial capacity do not accord well together. They also lack a policy of donating a reasonable portion of profit to CSR along with poverty alleviation priority. The

authors call for government intervention with motivational support and policy framework to ensure MNEs' active involvement in poverty alleviation.

In Sumaiya Rabeya and Mohammad Hossain's article, they portrayed Said Nursi's views, a strong proponent of Muslim unity, on ethnic nationalism what he called negative nationalism in Muslim societies. Nursi believed that nationalism could play positive with its potential drawbacks and adverse consequences as a tool for domination and harm of fellow human beings. The paper discursively discusses the recent ills of Bangladeshi nationalism stems from deeper issues related to failure of resolving the place of religious identity, mainly Islamic identity, within the Bangladeshi identity. The authors, hence, ask sincere re-evaluation of historical narratives and a radical socio-cultural realignment of the understanding of Bangladeshi nationalism with Islam and Islamic values which can foster a transformation towards a better future.

Md. Mahmudul Hassan's article studied three divine instructions: *Īmān*, *Islām*, and *taqwā* and three negative characteristics: *kufr*, *shirk*, and *nifāq* of human beings that frequently described in the Holy Qur'an. The possessors of these characters will go to their eternal destination; the Jannah or Jahannam. The author, according to the Qur'anic statement and the traditions of the Prophet Muhammad (PBUH), evidenced that the Jannah is the aftermath of *Īmān*, *Islam* and *taqwā* while *kufr*, *shirk*, and *nifāq* will lead human beings to the Jahannam.

Md. Maksud Ali reviewed different concepts of literacy and their implications for TESOL (Teaching English to Speakers of Other Languages). The study critically examines the traditional concept of literacy and illuminates how a narrow approach to literacy may lead to a conflict between national policy text and the actual pedagogic practices. Therefore, the author advocates for situating contemporary TESOL pedagogy within a broader concept. In addition, the study examines how literacy is embedded with orality, and whether the link between them has any implications for English language education in Bangladesh. It is argued that awareness of learners' and other stakeholders' socio-cultural concepts of literacy in a society are essential for TESOL practitioners in order for their materials and methods to be responsive in different socio-cultural set up.

Mohammad Saidul Islam elucidated in his article the absence of International Humanitarian Law (IHL) during armed conflict and how it is frequently neglected by the parties involved. Lack of proper implementation of IHL imposes great threat on the contemporary world which results in severe wounds and unnecessary sufferings of civilians and combatants in and outside the armed field. The author feels it essential that States must take proper steps during peace, conflict and post-conflict for the implementation of IHL in order to make it familiar to the civilians and combatants. The article finally suggested enacting necessary legislation for trial of the violators after the end of the conflict, which is believed to be instrumental for the minimization of the sufferings of the victims.