

Bhagya Dewmini Fernando

PhD Candidate at Uppsala University

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EDUCATION

Postgraduate Institute of Management, University of Sri Jayewardenepura, Colombo, Sri Lanka

MBA, with Merit, 2023, GPA 7/9

Awards & Honours: Recipient of the Prof. Uditha Liyanage Gold Medal (Best performance in the MBA)

Valedictorian of the Convocation Ceremony of Postgraduate Institute of Management

University of Sri Jayewardenepura, Gangodawila, Nugegoda, Sri Lanka

B.Sc. Business Administration (Special), with First Class, 2020, GPA 3.86/4

Certificate Course in Teaching in Higher Education, 2024 - ongoing

Monash University, Melbourne, Australia

Coursework in Engaging with International Business, 2019

An official Representative of the University of Sri Jayewardenepura for Monash Study Tour, 2019

Chartered Institute of Marketing, United Kingdom

Affiliate, 2020 to present, **Professional Postgraduate Diploma in Marketing**, 2017

Chartered Institute of Management Accountants, United Kingdom

Diploma in Management Accounting, 2015

Musaeus College, Colombo, Sri Lanka

3 A passes at the General Certificate of Education (Advanced Level), Commerce Stream, 2014

9 A passes at the General Certificate of Education (Ordinary Level), 2011

Awards & Honours: Recipient of the Lucy De Abrew Memorial Prize (Best performance in the senior section)

Recipient of the Wilton Hack Memorial Prize (Best student in the Advanced Level stream)

Prize Winner for the Business Studies subject

EXPERIENCE

Department of Business Studies, Uppsala University, Sweden

PhD Candidate, 2025 - Present

Supervisors: Prof. Fredrik Nilsson, Associate Prof. Martin Abrahamson, Associate Prof. Michael Grant

Department of Business Administration, University of Sri Jayewardenepura, Colombo, Sri Lanka

Lecturer, 2023 - 2025, **Assistant Lecturer**, 2021 - 2023

- Taught courses to undergraduate classes ranging in size 50 - 250
Courses: Organisational Behaviour, Knowledge Management, Leadership and Cross-Cultural Management, Principles of Management, Strategic Management, Managing for Productivity and Quality
- Conducted interactive tutorials and supervision to undergraduate classes ranging in size 50 - 120
Courses: Research Project in Management, Research Methods in Management, Organisational Behaviour, Leadership and Cross-Cultural Management, Business in Society, Principles of Management, Strategic Management, Business Management Internship, Management Training
- Held Course Coordinator positions, Preparation of lectures, Examination paper setting, Marking of examinations and assessments, Industry Liaison and outreach activities, Student mentoring, Quality assurance initiatives

Postgraduate Institute of Management, University of Sri Jayewardenepura, Colombo, Sri Lanka

Consultant, 2024 - 2025

Department of Human Resource Management, Rajarata University, Mihintale, Sri Lanka

Visiting Lecturer, 2023 - 2024

RESEARCH

Journal Articles: Published : 03 (including a Scopus Q1 Journal Article), Under Review : 02, In Development : 02

Case Studies: Published : 02 (including a Scopus Listed Publication), In Development : 03

Extended Abstracts: Published : 03

Conference Presentations: 05, Under Review : 03

Research Awards: Category One Publication - Research Award of University of Sri Jayewardenepura - 2024
Best Paper Award of the Track: Leading and Managing People in Organisations/ Business Strategies in Crises at the 18th International Conference on Business Management (ICBM), Sri Lanka, 2021

Invited Research Lectures: Review session for the Methods of Data Analysis Course for postgraduate students of the Postgraduate Institute of Management, Sri Lanka, 2023

Data Collection Assistant: For a Doctoral Thesis from July - August 2018

SELECTED PUBLICATIONS

Fernando, P.B.D. & Jayawardana, A.K.L. (2024). Impact of individual-focused transformational leadership on individual work performance: mediating role of work engagement and moderating role of regulatory focus, *Leadership & Organization Development Journal*, Vol. 45, No. 03, 512-525. <https://doi.org/10.1108/LODJ-08-2023-0449> (Scopus Q1)

Kaluthanthri, P. C., Fernando, P. J. S., Fernando, M. A. M. A., **Fernando, P. B. D.** & Jayasundara, J. M. S. K. (2023). A Resilient Growth Trajectory: hSenid Business Solutions. In S. S. Perera, Kaluthanthri, P. C., Fernando, P. J. S. & Dharmawardene (Eds.), *Case Studies in Economic Survival: Experiences from Sri Lanka*. Nova Science Publishers. <https://doi.org/10.52305/NODL7721> (Scopus Listed Publication)

Fernando, P. B. D. (2022). Exploring the course and causes: A case study on navigating the transition from manual to biometric-fingerprint attendance at a Sri Lankan state owned enterprise. *Kelaniya Journal of Management*, 11(1), 32-46. <https://doi.org/10.4038/kjm.v11i1.7673>

Fernando, P. B. D. (2022). A qualitative case study of the barriers faced by bancassurance managers due to the COVID-19 pandemic. *Vidyodaya Journal of Management*, 8(2), 1-23. <https://doi.org/10.31357/vjm.v8i1.6088>

Fernando, P. B. D. & Pushpakumari, M. D. (2021). *Blurred lines of work-life balance: How Covid-19 pandemic redefined the performance of entry-level career-women in the banking sector, Sri Lanka*. Paper presented at the Tokyo summit – 4th International Conference on Innovative Studies of Contemporary Sciences, Tokyo, Japan.

Madhuwanthi, M. A. K. U., Chathuranga M. M. N., Perera, M. T. S., **Fernando, P. B. D.**, Kumara, R. H. G. W., Perera, T. G. U. P. & Kumudini, W. Y. (2021). *Rallying with Covid-19 – PayHere (Pvt) Ltd*. Case study presented at the International Conference on Business Management of University of Sri Jayewardenepura, Sri Lanka.

SKILLS AND INTERESTS

Computer: Proficient in SmartPLS, SPSS

Languages: English and Sinhala

Volunteer Experience: Project Educhange in Italy - Taught English as a second language to Italian Students under SDG 04 - Quality Education, September to October 2017
Volunteer in Galle Literary Festival, Sri Lanka, 2016 - 2018 and 2024

Interests: Travelled extensively in Europe, Held the position of Member Committee Vice President in AIESEC in Sri Lanka 2018 - 2019, Held the position of Director - Rotaract Club of University of Sri Jayewardenepura 2017 - 2018

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