
Summary

- M.Phil - PhD from Tata Institute of Social Sciences, Mumbai
- Enthusiastic academician with interdisciplinary approach towards Research, Teaching, and Leadership Development
- Rich background in applied Psychology, with emphasis on Human Resources (OB)
- Published papers in both International / National journals and leading Media publications
- Designed and delivered training content for Corporate Leadership, Government Officials, and Armed Forces

Work Experience

K J Somaiya Institute of Management, Mumbai

Jul 2021 - October 2024

Assistant Professor, OB & HR

- Taught postgraduate courses to 400+ students
- Subjects: Psychometric Testing in HR, Organizational Behaviour, Human Resource Management, Competitive Decision Making, Leadership Development, Performance Management, Performance Appraisal and Feedback
- Promoted an open learning environment by creating unique course materials like vignettes, role plays, classroom experiments
- Supervised, evaluated and graded students' class assignments and thesis papers

Faculty Head of Humanist Committee (flagship Student committee of HR Department)

- Provided guidance and mentorship to student committee members
- Oversaw publication of four issues of Humanistiq magazine, discussing concerns pertaining to recent HR practices
- Introduced the practice of inviting articles from Industry experts and students from top B-schools

Chairperson of Employee Welfare Committee

- Initiated employee engagement practices, including Meet & Greet, Cultural Festivals, and Well-being Workshops

Committee Member, Center of Excellence, Center for Diversity, Inclusion and Equity

- Conducted various sensitization workshops for MBA students

K J Somaiya Institute of Management, Mumbai

Jan 2021 - Mar 2021

Visiting Faculty, OB & HR

- Taught core Psychometric Testing to 50+ full-time and part-time students

CHRIST (Deemed to be University), Bengaluru

May 2020 - Aug 2020

Assistant Professor, Psychology

- Taught undergraduate and postgraduate courses to 240+ students
- Subjects: Basic Psychological Process, Research Methodology, Academic Writing
- Designed course plans with focus on unique pedagogy that encourages critical thinking and discussion
- Key member of the Consulting team at CHRIST, working on industry projects

Subsidiary of India's largest Oil & Gas Production Company, Mangalore

Nov 2019 - Mar 2020

Research Lead / External Consultant

- Worked with CXO team on Leadership Development and Succession Planning for 100+ senior managers
- Was responsible for online tool creation using 360-degree Feedback, data analysis, and final report writing

Education

- PhD from Tata Institute of Social Sciences, Mumbai (2019)
- M.Phil from Tata Institute of Social Sciences, Mumbai (2014)
- M.A. Psychology from Department of Psychology and Para Psychology, Andhra University (2011)
- B.A. Psychology (Honours) from Jogamaya Devi College, Calcutta University (2008)

Publications

Published Research Papers

- 1) Career or Child: Is Neoliberal Working Women's Fertility on Thin ice? – Human Resource Development International. ABDC – B. Taylor & Francis. Doi: <https://doi.org/10.1080/13678868.2024.2388918>
- 2) *Are Women Entrepreneurs More Androgynous Than Men Entrepreneurs? A Comparative Content Analysis of Language Used by Shark Tank India Judges* – Human Resource Development International. ABDC – B. Taylor & Francis. Doi: <https://doi.org/10.1080/13678868.2024.2342763>
- 3) *Winning Battles with a Joke: A Qualitative Inquiry of Humour in the Indian Army.* – European Journal of Humour Research (**Scopus Indexed**). De Gruyter. Doi: 10.7592/EJHR.2023.11.1.755
- 4) *Who Gets Burnout and When? The Role of Personality, Job Control, and Organizational Identification in Predicting Burnout among Police Officers.* – Journal of Police and Criminal Psychology (**Scopus Indexed**). Springer Publication. Doi: 10.1007/s11896-02
- 5) *Emotional Labour of Policing: Does Authenticity play a Role?* – International Journal of Police Science and Management (**Scopus Indexed**). Sage Publication. Doi: 10.1177/1461355716638113

Articles in Media

- 1) *Is giving negative performance feedback really negative?* – People Matters. <https://www.peoplematters.in/article/performance-management/is-giving-negative-performance-feedback-really-negative-17967>
- 2) *Emotions decoded: Should performance feedback focus only on the task?* – HR Katha <http://www.hrkatha.com/news/2143-emotions-decoded-should-performance-feedback-focus-only-on-the-task>
- 3) *When your employee gives you a lemon, make lemonade: Upsizing life during downsizing.* – ETHR World. <https://hr.economictimes.indiatimes.com/news/trends/employee-experience/when-your-employer-gives-you-a-lemon-make-lemonade-upsizing-life-during-downsizing/98680388>
- 4) *Laugh your way to riches.* – Telangana Today. <https://telanganatoday.com/opinion-laugh-your-way-to-riches>
- 5) *Don't want to rock the boat? Giving negative feedback for a positive impact.* – ETHR World. <https://hr.economictimes.indiatimes.com/news/workplace-4-0/performance-management/dont-want-to-rock-the-boat-giving-negative-feedback-for-a-positive-impact/99372477>
- 6) *Hey there! I am not using WhatsApp: Normalizing disconnection from work beyond office hours.* – ETHR World. <https://hr.economictimes.indiatimes.com/news/workplace-4-0/employee-wellbeing/hey-there-i-am-not-using-whatsapp-normalizing-disconnection-from-work-beyond-office-hours/100206858>
- 7) *Winner-take-all: Are your high performers hiding knowledge?* – ETHR World. <https://hr.economictimes.indiatimes.com/news/hrtech/organization-development/winner-take-all-are-your-high-performers-hiding-knowledge/101528513>
- 8) *There's no I in Team, but there is in AI: The Future of Work Interactions* – ETHR World. <https://hr.economictimes.indiatimes.com/news/trends/theres-no-i-in-team-but-there-is-in-ai-the-future-of-work-interactions/103318174>
- 9) *The Boss is Always Right: Does Upward Ingratiation Always Work?* – ETHR World. <https://hr.economictimes.indiatimes.com/news/trends/leadership/the-boss-is-always-right-does-upward-ingratiation-always-work/106609491>

Papers/Cases Under Review

- 1) *Bridging the Identity Divide: Navigating LGBTQ+ Community Acceptance for EORTV's Business Strategy* – Ivey Publishing
- 2) *It's Not What You Say But How You Say It That Matters: The Role of Emotions During Negative Feedback* ABDC – A. (Under review)

Working Papers/Cases – Tentative Titles

- 1) *Learning Power through the lens of Pfeffer: Activity-based Learning for Management Students* – Submission by September 2024
- 2) *What Leads to Knowledge Hiding? An Evidence from IT Industry* – Submission by December 2024
- 3) *Doing the Dirty Hijra Work: Does Cultural work Help Navigating Stigma?* – Submission by June 2025
- 4) *Breaking the Laugh Ceiling: How Female Comedians Navigate a Male-Dominated Comedy World* – In progress
- 5) *How to Lighten the Mental Load? The Buffering Effect of Sense of Humor in Competitive Work Environments* – In progress
- 6) *Humor in Teams: Does Risk Taking improve?* – Conceptual Stage

MDPs / Trainings Conducted

- Performance Management for TimesPro Working executive
- Organizational Behaviour – group and organizational Level Variable – MDP session for 39 Managers of Godrej & Boyce as a part of Executive PGDM (June 2024).
- Organizational Behavior – Individual Level Variables – MDP session for 29 Managers of Godrej & Boyce as a part of Executive PGDM (January 2024)
- *Role of Emotions during Performance Feedback* – training program for State Managers of TATA AMC at TMTC, Pune (September 2023)
- *Stress Management* – series of four training sessions for AAOs, AOs, ADMs of LIC (July-August 2023)
- *Role of Emotions during Performance Feedback* – training program for Zonal Managers of TATA AMC at TMTC, Pune (February 2023)
- *Leadership, Culture, and Structure* – MDP session for 43 managers of Godrej & Boyce as a part of Executive PGDM (January 2023)
- *Decision-making and Motivation* – MDP session for 23 Indian Navy officers at INS Hamla as part of the 61st SLT Logistic Course (January 2023)
- *Stress Management* – MDP session for 29 Principals and Vice-Principals from the schools Atomic Energy Educational Society under DAE (December 2022)
- *Stress Management & Work-Life Balance* – MDP session for 65 Associates at IMC Chamber of Commerce (August 2022)
- *Human Resource Management* – MDP session for 18 Indian Navy officers at INS Hamla as part of the 60th SLT Logistics Course (June 2022)
- *Human Resource Management* – MDP session for 20 Indian Navy officers at INS Hamla as part of the 59th SLT Logistics Course (February 2021)
- *Management of Burnout and Stress in Police* – skill development training program for senior officers of the Indo-Tibetan Border Police (ITBP) (September 2020)
- *Use of HRD and OD Instruments* – training program for 50+ Indian Forest Service officers at the OD Skill Development Academy, in association with School of Vocational Education, TISS (August-September 2016)

Conferences

- Presented a paper titled, “Woman in Shark Tank India: Do gender Atypical Values Make Them Successful?” at 10th International HR Conference, K J Somaiya Institute of Management (24th Jan, 2023)
- Presented a paper titled, “Humour in Uniform: Can Workplace Humour Win Battles?” at 9th International HR Conference, K J Somaiya Institute of Management (3rd-5th Feb, 2022)
- Presented a paper titled, “*Anger and Disappointment, Humour and Optimism: How does emotional display during negative feedback affect feedback acceptability?*” at the 5th Biennial Conference of the Indian Academy of Management (INDAM), Indore (18th-20th Dec, 2017)
- Presented a paper titled, “*When does a person experience emotional labour? A philosophical enroute to emotional labour*” at the Consortium of Students in Management Research, organized by Indian Institute of Science, Bangalore (11th-12th Nov, 2016)
- Presented a paper titled, “*Who gets burnout and when? The role of personality, job control, and organizational*

identification in predicting burnout” at the 4th Biennial Indian Academy of Management Conference on ‘*Managing in the Indian Institutional context*’, organized by the Indian Institute of Management Lucknow (11th-13th Dec, 2015)

- Presented a paper titled, “*Emotional labour and Burnout: Study of Kolkata Police*” at the conference of Eastern Academy of Management, Philadelphia, USA, in the session ‘Managing emotions in Workplace’ (8th May, 2015)
- Conducted a session on *writing difficulties* among students in a workshop on ‘*Improving Academic Performance*’ conducted for Andhra University High School teachers (20th Feb, 2011)
- Presented a working model on ‘*Introduction to Psychology*’ at the Andhra University Academic Exhibition (12-16th Feb, 2011).
- Presented a paper on ‘*Music preference and Personality*’ at the International Conference Psychology of Music and Music Therapy, at Andhra University, Visakhapatnam (5th December 2010).

Certifications

- Instructional Design Certification Program from KPMG
- Certificate course on “Employee Relations” by NHRD
- Training course on “HR Analytics” by MSME-Technology Development Centre, Government of India
- 8-week certification course on “Design Thinking and Advanced HR Analytics” by Aon HR Learning Centre
- “Aon’s Certified Assessments Ready”, a 16-week online course at Aon HR Learning Centre

Research

Ph.D. (2019)

Tata Institute of Social Sciences, Mumbai

Thesis: *It’s Not What You Say But How You Say It, That Matters: The Role of Emotions While Giving Negative Feedback*

- Conducted an independent and previously unexplored research on the alternate styles of giving negative performance feedback, and how they relate to higher feedback acceptability and performance
- Explored the usage of emotions like, anger, disappointment, positive humour, optimism and self-reflection in delivering negative performance feedback
- Investigated performance feedback communication in public/private context
- Executed experimental research in three-phases
 - in-person interviews with 13 supervisors across locations and industries
 - experimental vignette manipulation (paper people) study with 208 working executives
 - experimental set-up with 443 undergraduate students
- Designed a novel experimental simulation to see how negative performance feedback can facilitate acceptance and improve performance

M.Phil. (2014)

Tata Institute of Social Sciences, Mumbai

Thesis: *Emotional Labour and Policing: The role of Negative Emotions, Job Control and Organizational Identification in influencing the relationship between Burnout and Emotional Labour*

- Carried out an independent survey research on 152 Kolkata Police officials
- Examined the relationship between emotional labour and burnout, in the presence(absence) of contextual factors like job control and organizational identification
- Investigated the management of negative emotions at the workplace, with focus on authenticity of managing emotions
- Travelled extensively to all major police headquarters and territorial police stations across Kolkata, to conduct in-person interviews and administer survey