

Dr. Rahul Bodhi

Assistant Professor, Indian Institute of Management (IIM) Sirmaur

Email: rahulbodhi@iimsirmaur.ac.in

Academic Positions

Assistant Professor (OB & HRM) Indian Institute of Management (IIM) Sirmaur	September 2025 to Present
Assistant Professor (OB & HRM) University of Petroleum and Energy Studies (UPES) School of Business, Dehradun, India	July 2022 to September 2025
Visiting Faculty: Indian Institute of Foreign Trade (IIFT), Kolkata	October 2023 to September 2025
International Assignment: Visiting Research Fellow, National Taiwan University of Science & Technology (NTUST), Taipei, Taiwan South Bond Project, Ministry of Education, Taiwan	April to June 2018

Educational Background

Ph.D. School of Management Studies, Motilal Nehru National Institute of Technology Allahabad
Area: OB & HRM
Master of Personnel Management and Industrial Relations
Banaras Hindu University, Varanasi with First Division
Junior Research Fellowship by University Grants Commission (UGC-JRF)

Interest Areas

Teaching Interest: Organizational Behavior, Human Resource Management, Industrial Relations, Training and Development, Organizational Development and Change Management
Research Interest: Future of work, Digital Transformation, Contemporary workplace issues

Publications

1. **Bodhi, R.** (2025). How does enterprise social media use affect employees' psychological well-being and innovative work performance? Findings from hybrid approaches, *Information Technology & People* ('A'- ABDC, ABS-3)
2. **Bodhi, R.,** Chaturvedi, S. & Purohit, S. (2025). The influence of organizational commitment on employee green behavior: Mediating role of work-related social media use, *International Journal of Manpower* 46(4), 605-631. ('A'- ABDC, ABS-2)
3. **Bodhi, R.** & Van Zoonen, W. (2025). Workplace fear of missing out, organizational support, and performance: the mediating role of work-related social media use, *Information Technology & People* (A'- ABDC, ABS-3)
4. Das, K., Rani, N., **Bodhi, R.** (2025). Do Robots impact Artificial Intelligence (AI) related employment? Evidence from a cross-national study, *International Journal of Manpower*, ('A'- ABDC, ABS-2)
5. Joshi, Y., **Bodhi, R.,** Chatterjee, S., & Mariani, M. (2025). The impact of growth hacking on firm performance under environmental turbulence: A moderated-mediation analysis. *Journal of Business Research*, 191, 115271. ('A'- ABDC,

ABS-3)

6. Singh, A., & **Bodhi, R.** (2025). Does mindfulness moderate between incivility, aggression and conflict at work? Findings from symmetric and asymmetric modeling approaches. *Acta Psychologica*, 254, 104844. ('A'- ABDC)
7. Korayim, D, **Bodhi, R.**, Alshaghдали, N., & Fierro. (2025). Understanding knowledge management engagement, learning motivation and effectiveness in the age of Generative artificial intelligence, *Journal of Knowledge Management* ('A'- ABDC, ABS-2)
8. Srivastava, S., Madan, P., Alzeiby, E.A., & **Bodhi, R.** (2024). When patrons become perpetrators: Examining the negative effects of incivility for hospitality employees, *International Journal of Hospitality Management* (A*- ABDC, ABS-3)
9. Singh, N., Jain, M., Kamal, M. M., **Bodhi, R.,** & Gupta, B. (2024). Technological paradoxes and artificial intelligence implementation in healthcare. An application of paradox theory. *Technological Forecasting and Social Change*, 198, 122967. ('A'-ABDC, ABS-3)
10. **Bodhi, R.,** Joshi, Y., & Singh, A. (2024). How does social media use enhance employee's well-being and advocacy behaviour? Findings from PLS-SEM and fsQCA. *Acta Psychologica*, 251, 104586. ('A'- ABDC)
11. **Bodhi, R.,** Joshi, Y., Srivastava, A. P., & Gupta, R. (2024). Sustainable Practices in Family Business: Role of Employee Green Behavior and Resource Commitment. *Journal of Family and Economic Issues*, ('B'- ABDC, ABS-2)
12. **Bodhi, R.,** Luqman, A., Hina, M., & Papa, A. (2023). Work-related social media use and employee- related outcomes: A moderated mediation model, *International Journal of Emerging Markets*, 18 (11), 4948-4967. ('B'-ABDC, ABS-1)
13. **Bodhi, R.,** Singh, T., & Joshi, Y. (2022). Modelling the role of social media usage in improving employee's well-being: a social enhancement model perspective, *Benchmarking: An International Journal*, 29(8), 2450-2470. ('B'-ABDC, ABS-1)
14. **Bodhi, R.,** Singh, T., Joshi, Y., & Sangroya, D. (2021). Impact of psychological factors, university environment and sustainable behaviour on teachers' intention to incorporate inclusive education in higher education. *International Journal of Educational Management*, 36(4), 381-396. ('B'-ABDC, ABS-1)

Book Chapters:

Bodhi, R. & Singh, A. (2022). Employees Advocacy, Social Media Use and Well-being: An Asymmetric Modelling Perspective, International Conference on SFME, 2022, *DoMS, Indian Institute of Technology, Roorkee, IIT-Roorkee, India* (ISBN: 978-93-94086-12-8)

Presentations

Das, S. & **Bodhi, R.** (2025). Track: Women & Gender in Work, Organisation & Beyond, *European Academy of Management, EURAM, 2025, University of Florence Italy*

Bodhi, R. (2021). Impact of Employee's Social Media Use on Organizational Commitment, and Well- Being: A Theoretical Contribution, *Business Law, and Management (ICAM4)- An International Joint e-Conference-2021, Taylor's University Malaysia.*

Doctoral Student

Taruni Gupta (Awarded) Thesis title: *Correlates of Social Media Related Strain and Academic Performance Decrement: An Integrative Theoretical Framework and Empirical Analysis (2025)*

MDPs

National Institute of Bank Management (NIBM) Pune (Senior Bank officials) Area: HR Analytics

Honors and Awards

Research Excellence Award 2025, University of Petroleum and Energy Studies (UPES) Dehradun
Top cited article, Emerald Insight, 2023 (According to Crossref)

Short-term Trainings/Workshop Organised

Areas: Research Methods, Data analytics, PLS-SEM