

REJIE GEORGE PALLATHITTA

Contact information

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Academic and Administrative positions

- (January 2017- till date), *Professor*, Corporate Strategy and Policy Area, Indian Institute of Management Bangalore, Bannerghatta Road, Bangalore, India
- (January 2012- January 2017) *Associate Professor*, Corporate Strategy and Policy Area, Indian Institute of Management Bangalore, Bannerghatta Road, Bangalore, India
- (March 2006 - January 2012) *Assistant Professor*, Corporate Strategy and Policy Area, Indian Institute of Management Bangalore, Bannerghatta Road, Bangalore, India
- (March 2016-March 2019) *Chairperson*, Fellow Program in Management (Doctoral Program), Indian Institute of Management Bangalore, Bannerghatta Road, Bangalore, India
- (January 2015-March 2018) *Chairperson*, Centre for Corporate Governance and Citizenship, Indian Institute of Management Bangalore, Bannerghatta Road, Bangalore, India

Research focus and Teaching interests

- Strategic Management, Corporate Governance, International Business

Academic profile

- *PhD in Business (2000-05)*
Faculty of Economics and Business Administration, Tilburg University,
The Netherlands
- *M.B.E. - Master of Business Economics - (2000) - First Class*
Department of Applied Economics, Cochin University of Science and Technology,
Kochi, Kerala, India
- *B. A. - Economics - (1997) with Political Science and Indian History – First Class*
St. Albert's College, Mahatma Gandhi University, Kochi, Kerala, India

Qualifying test

- National Eligibility Test for lectureship in Economics, University Grants Commission, India, 2000
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Published articles

- When Does Culture Matter? A Multilevel Study on The Role of Situational Moderators (with Venkateswaran R. T.), *Journal of Business Research*, forthcoming
- Influence Capital in Boards: a study of ex-bureaucrats in India (with Awasthi K.), *Asia Pacific Journal of Management*, forthcoming
- Classification for Regulated Industries: A New Index (with Awasthi, K., Yayavaram S., and Sastry, T.), *IIMB Management Review* **31**: 309-315 (2019)
- The Roles of Family ownership and Family Management in the Governance of Agency Conflicts (with Purkayastha S., & Veliyath R.), *Journal of Business Research* **98**: 50-64 (2019)
- Influence of National Culture on IPO Activity (with Gupta R., and Veliyath R.) *Journal of Business Research* **90**: 226-246 (2018)
- Resource Configurations, Product Adaptation Capability, and Competitive Advantage: An Empirical Analysis of Their Evolution (with Saranga, H., Beine, J. and Arnold, U.), *Journal of Business Research*, **89**:32-50 (2018)
- Ownership structure, Board structure, and Internationalization of Indian Firms: A Multi-theoretic Perspective (with Singla, C., and Veliyath, R.), *Journal of Business Research*, **81**: 130-143 (2017)
- How the Quality of Macro-Institutions and Corporate Governance Influence International Profit Shifting? (with Anish, S), *Rutgers Business Review*, **2**: 240-250 (2017)
- What Do Compensation Committees on the Boards of Public Companies Do? Comparisons of Indian and U.S. Process Differences Juxtaposing Complementary Theoretical Lenses (with Veliyath, R., Zhongxia, Y., Hermanson R. D. and Tompkins J. G.), *Long Range Planning*, **49**: 519-539 (2016)
- Board characteristics, financial slack, and R&D investments (with Ashwin, A.S., and Krishnan, R.T.), *International Studies of Management and Organization*, **46**: 8-23 (2016)
- Family firms in India: family involvement, innovation, and agency and stewardship behaviors (with Ashwin, A.S. and Krishnan, R.T.), *Asia-Pacific Journal of Management*, **32**: 869-900 (2015)
- The influence of governance infrastructure and corporate governance on profit shifting (with Anish, S.) *Journal of International Business Studies*, **46**: 886-916 (2015)
- Family firms and internationalization-governance relationships: evidence of secondary-agency issues (with Singla, C., and Veliyath, R.) *Strategic Management Journal*, **35**: 606-616 (2014)
- Internationalization and performance: A contextual analysis of Indian firms (with Singla, C.), *Journal of Business Research*, **66**: 2500–2506 (2013)
- Heterogeneity in business groups and the corporate diversification–firm performance relationship (with Kabir, R.), *Journal of Business Research*, **65**: 412–420 (2012)
- Investment-cash flow sensitivity and financing constraints: New evidence from Indian business group firms (with Kabir, R. And Qian J.), *Journal of Multinational Financial Management* **21**: 69-88 (2011)
- Business groups and profit redistribution: A boon or bane for firms? (with Douma, S., and Kabir, R.), *Journal of Business Research*, **61**:1004-1014 (2008)
- Diversification and firm performance: The moderating influence of ownership structure and business group-affiliation, *South Asian Journal of Management*, **14**: 66-94 (2007)
- Foreign and domestic ownership, business groups and firm performance: Evidence from a large emerging market (with Douma, S., and Kabir, R.), *Strategic Management Journal*, **27**: 637-657 (2006)

Non-refereed publication

- Corporate governance and the Indian institutional context: Emerging mechanisms and challenge: In conversation with K.V. Kamath, Chairman, Infosys and ICICI Bank (with N. Balasubramanian), *IIMB Management Review*, 24: 215-233 (2012)
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Book Chapter

- Women Directors' perceptions of their contribution on boards (with Vasanthi Srinivasan) in *More Women on Boards: An International Perspective* (eds. Lynne E. Devnew; Marlene Janzen Le Ber; Mariateresa Torchia and Ronald J. Burke, *Information Age Pub Inc.* (2018)
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Cases

- New Dawn at Bank of Baroda: Project Novoday (with Sriram, M.S.), IIMB Case No: IMB803-PDF-ENG (2020)
 - Bank of Baroda: Challenges in a Public Sector Undertaking (with Sriram, M.S.), IIMB Case No: IMB801-PDF-ENG (2020)
 - The Indian Sugar Industry: Is it Sweet Enough? (with Arkadi, M., Nair, M., Samavedam, R., Sharma, C., Lahoti, C., and George R.), IIMB Case No: IMB669-PDF-ENG (2018)
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Refereed conference acceptances and presentations (including presentations by co-authors)

- Virtual Academy of Management Conference, Vancouver, 2020
- Academy of Management Conference, Boston, 2019
- Strategic Management Society Conference, Minneapolis, 2019
- SMS India Conference, Hyderabad, India, 2018
- Annual Meeting of Academy of Management, Atlanta, USA, 2018
- Annual Meeting of Academy of Management, Atlanta, USA, 2017
- Management and Organizational Review Conference, Bangalore, India, 2017
- AIB-ANZ Paper Development Workshop, Brisbane, Australia, 2016
- Annual Meeting of Academy of Management, Anaheim, USA, 2016
- Pan-IIM Conference, Indore 2015
- IMR Doctoral Conference, Bangalore, 2015
- Academy of International Business PDW, Bangalore, 2015
- Strategic Management Society Meeting, Madrid, 2014
- Strategic Management Society Meeting, Atlanta, USA, 2013
- Academy of International Business India Conference, Bangalore, India, 2013
- Annual Meeting of Academy of Management, Boston, USA, 2012
- Annual Meeting of Academy of Management, San Antonio, USA, 2011
- Annual Meeting of the Academy of Management, Montreal, Canada, 2010
- Strategic Management Society Research Workshop, Bangalore, India, 2010
- Corporate Governance International Review Symposium on India and China, Virginia Beach, USA, 2008

- Strategic Management Society India Conference, Hyderabad, India, 2008
 - Annual Meeting of the Academy of Management, Anaheim, USA, 2008
 - Conference on Strategic Management: Current Research Efforts and Future Challenges, Kozhikode, India, 2006
 - Financial Management Association Meeting, Chicago, USA, 2005
 - Second World Conference on Production and Operations Management, Cancun, Mexico, 2004;
 - Financial Management Association Meeting, New Orleans, USA, 2004
 - European Economic Association – Econometric Society Meeting, Madrid, Spain, 2004
 - Financial Management Association Meeting, Denver, USA, 2003
 - Annual Meeting of the Academy of Management, Seattle, USA, 2003
 - Conference on Securities and Financial Markets, National Sun-Yat Sen University, Kaohsiung, Taiwan, 2002
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Invited seminars/talks

- Doctoral Summer School, IIM Ahmedabad, 2018
 - Editors Conclave, Pan-IIM Conference, IIM Ahmedabad, 2017
 - FPM Orientation, IIM Rohtak, 2016
 - Academy of International Business India Chapter Conference, IIM Indore, 2016
 - SAP Labs, 2015
 - Strategic Management Forum, IIM Calcutta, 2014
 - Coping with corporate cholesterol: Board interlocks and their impact on corporate governance
-Institute of company secretaries of India (ICSI) corporate governance week, Bangalore, India, 2012
 - Ownership structure, Board structure and Internationalization of Indian Firms: A Multi-theoretic Perspective
-Indian School of Business, Hyderabad, India, 2010
 - Business groups and profit redistribution: A boon or bane for firms?
- Faculty of Applied Economics, University of Antwerp, Antwerp, Belgium, 2003
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Teaching experience

- Competition and Strategy, Core course for PGP (2008; 2009; 2010, 2011, 2012, 2013)
- Competition and Strategy, Core course for EPGP (2013; 2014; 2015)
- Strategic Management/Competition and Strategy, Core course for PGSEM/PGPEM (2013; 2014; 2015; 2016; 2017; 2018; 2019)
- Introduction to Strategic Management, MOOC (with Jose P.D. and Sai Yayavaram in 2016)
- Corporate Governance and Ethics, Core course for PGSEM/PGPEM (2014; 2015; 2016; 2017 with Jose P.D. and Narayan P.C.); 2018; 2019 (with Jose P.D.)
- Multi-Business Strategy, Elective course for PGP (2010)
- Strategy Classics, Core course for FPM (2007; 2008; with Srinivasan, R. in 2009; 2010; 2011; 2012; 2013; 2014; 2015; 2016; 2017; 2018; 2019)
- Strategy Content, Core course for FPM (with Sinha, D. in 2009; 2010; 2011; 2012; 2013)
- Corporate Governance, Elective course for FPM (with Ramachandran J., in 2013; 2015)
- Executive education programs such as EGMP, EGMPIT, GMITE, AMP, MPEFB, MPWE and several organization-specific programs at IIM Bangalore (2007-2019)

- International Business, core course for Post-Graduate Diploma in Management (PGDM), (2005), School of Communication and Management Studies (SCMS), Cochin
- Organization Design, required course in the Master of Business Economics (MBE) Program, (2001; 2002), Cochin University of Science and Technology (CUSAT)
- Supervision and guidance of projects of students from PGP, PGPEM, EPGP and PGPPM (2008-2019)

Projects

- Building the Women Directorship Pipeline in India: an exploratory study. Project funded by the National Stock Exchange (NSE) through the NSE-IIMB Corporate Governance Research Initiative along with Vasanthi Srinivasan.
 - Report submitted to NSE in 2013
- Board interlocks and their impact on Corporate Governance: The Indian Experience: Center for Corporate Governance and Citizenship (CCGC) Project funded by the National Foundation of Corporate Governance (NFCG) along with N. Balasubramanian, Samir K. Barua, and Suresh Bhagavatula.
 - Report submitted to NFCG in 2011

Scholarships/Fellowships

- IIMB Chair of Excellence (2020-till date)
- IIMB Chair of Excellence (2016-2019)
- Young Faculty Research Chair, IIM Bangalore (2009-2012)
- PhD fellowship under the Joint Financing Program for cooperation in higher education (MHO) of the Netherlands Organization for International Cooperation in Higher Education (NUFFIC) (2000-2005)
- Jan Tinbergen Scholarship Program (TSP) from Netherlands Organization for International Cooperation in Higher Education (NUFFIC) for studying at Tilburg University, The Netherlands during the Master of Business Economics program (1999)

Awards and Recognitions

- InsideIIM Professor of the Year (2019) (jointly with Avinash Mulky)
- The Mediating Effects of CEO Tenure and Remuneration on Board Structure and Firm Performance Relationships (with Singla C., and Veliyath R.), *That's Promising! Proposal Prize*, SMS India Special Conference, Hyderabad, India, 2018
- Business Group Affiliation and FDI Spillovers (with Eapen A. and Yeo J.), *Carolyn Dexter award finalist*, Annual meeting of the Academy of Management, Atlanta, 2017
- Determinants of Selection of Ex-Bureaucrats as Board Members: A Study of Firms in India (with Awasthi, K.), *Best paper proceedings*, Annual meeting of the Academy of Management, Atlanta, 2017
- Business Group Affiliation and FDI Spillovers (with Eapen A. and Yeo J.), *Best paper proceedings*, Annual meeting of the Academy of Management, Atlanta, 2017.
- Effect of Political Connections on Profit Persistence: Evidence from India (with Awasthi, K., Yayavaram, S. and Sastry, T.), *Distinguished paper award*, Annual meeting of the Academy of Management, Anaheim, 2016
- Effect of Political Connections on Profit Persistence: Evidence from India (with Awasthi, K., Yayavaram, S. and Sastry, T.), *Best paper proceedings*, Annual meeting of the Academy of Management, Anaheim, 2016
- Citation of Excellence 2015, Emerald Group Publishing Limited

- Internationalization, Corporate Governance and the Influence of Family Firms among Indian Public Companies: A Contextual Analysis (with Singla, C. and Veliyath R.), *Best paper proceedings*, Annual meeting of the Academy of Management, Montreal, 2010
- Diversification and Firm Performance: The Moderating Influence of Ownership Structure and Business Group-Affiliation, *Best paper award at Strategic Management: Current Research Efforts and Future Challenges*, IIM Kozhikode, Kerala, India, 2008

Doctoral program guidance

- DAC Chair: Chitra Singla (2008-11); Arun Tripathy (2008-11); Venkateswaran, R.T. (2009-12); Deepika Gupta (2011-15); Anusha Ramesh (2012-2015); Rupanwita Dash (2014-2017); Kshitij Awasthi (2014-2017); Caruna Bhat (2019-*till date*); Abu Rehan Abbasi (2020-*till date*)
- DAC member: Sumit Bakshi (2006-10); Anirvan Pant (2007-10); Samir Kagalkar (2007-11); Shaleen Gopal (2007-11); Saroj Pani (2007-11); Manikandan K.S. (2008-12); Ashwin A.S. (2009-12); Damini Gupta; (2011-2015); Saurabh Pandya (2011-2015); Gopakumar K.V. (2013-2017); Pavan Soni (2014-2017); Anirban Adhikary (2015-2019); Snigdha Manukonda (2016-2019); Aditya Moses (2016-2019); Sachindanada BS (2018-2020); Sushil Kumar, IIM Raipur, External DAC member (2016-2020); Shooj Bhaskaran Raj (2019-*till date*); Prabhu Venkatachalam (2019-*till date*)

Other professional activities/Institutional service

External examiner for IIMB FPM theses; External Examiner for FPM thesis at IIM Ahmedabad; IIM Calcutta; IIM Lucknow and PhD thesis of Mahatma Gandhi University, Kottayam, Kerala; Reviewer for *Journal of Business Research*, *Journal of Management*, *Journal of International Business Studies*. *Long Range Planning* and *IIMB Management Review*; IMR editorial executive member; JIBR area editor; Track co-chair for Strategy and International Business, Eastern Academy of Management Conference, India, 2011; Strategic Management Forum Faculty Development Programs; Faculty guide for several PGP CCS, EPGP, PGSEM and PGPPM final projects; Library Committee (member); FPM Review Committee (member); FPM Committee (member); FOC Committee (Treasurer); Research and Publications Committee (member); FPM Coordinator for CSP Area; Co-Chair IMR Doctoral Conference 2011, 2012; PhD Review Committee (member), IIM Kashipur, 2020; Admissions Committee Member 2015-2018; 2020- *till date*; Faculty Development and Evaluation Committee member 2017-2019; IIM Visakhapatnam, FPM Chair 2018-2019; PGPEM Committee 2020 (Member)- *till date*