

CURRICULUM VITAE

SUSHANTA KUMAR MISHRA

Professor, IIM Bangalore

Room No: A-205, Faculty Block

Indian Institute of Management Bangalore

EDUCATION

Indian Institute of Management Ahmedabad

Fellow Program in Management

National Institute of Technology Rourkela

Bachelor of Engineering

ACHIEVEMENTS

- A[1] The paper coauthored with 5C group published in the *Journal of Vocational Behavior*, Received the **Career Division Best Published Paper award Finalist**, in the Academy of Management Annual Meeting, 2022.
- A[2] The paper coauthored with Payal Anand in the *International Journal of Human Resource Management* was selected as the first runners up among the top three papers for the annual **Michael Poole Best Paper Award-2020**.
- A[3] The paper coauthored with Devyani Mourya received the **Highly Commended Runner-Up Award** from Emerald/INDAM Indian Management Research Fund for the year 2017.
- A[4] A case coauthored with Vittal, S. Rangan was ranked among the top ten cases in ISB-Ivey Global Case Competition 2017 and found an **Honourable Mention** from the panel of judges.
- A[5] Received the **Best Teacher Award** at Indian Institute of Management Indore, 2016.
- A[6] Appointed as **the First Young Faculty Research Chair** at IIM Indore, 2015.
- A[7] A paper co-authored with Deepti Bhatnagar was adjudged as the **Best Accepted Paper in the Academy of Management Meeting** held at Chicago, August 2009.
- A[8] Received the **Emerging Diversity Scholar Award** as a promising contributor to Research, Practice, or Teaching related to Diversity from National Center for Institutional Diversity, University of Michigan, 2008.
- A[9] Received the **Industrial Finance Corporation of India (IFCI) Award** at Indian Institute of Management Ahmadabad for the Best Thesis Proposal (2007- 2008).

PROFESSIONAL SERVICES

- P [1]. Serving: President of the Indian Academy of Management
- P [2]. Served: Member of the Board of Governors: IIM Indore
- P [3]. Served: Member of the FDEC at IIM Indore
- P [4]. Served: Dean (Research) at IIM Indore
- P [5]. Served: Dean (Programs) at IIM Indore
- P [6]. Serving: Member of the Board of Studies in many Management Schools
- P [7]. Serving/served: External Expert for Faculty Selection and Promotion.

ACADEMIC SERVICES

- A [1]. Associate Editor: Personnel Review
- A [2]. Associate Editor: IIMB Management Review
- A [3]. Review Editor: Frontiers in Psychology
- A [4]. Editorial Board Member: Academy of Management Learning & Education (2018-20)
- A [5]. Adhoc Reviewer: Many International Journals
- A [6]. Member: IIMB Institutional Review Board

DOCTORAL STUDENT GUIDANCE (As Chairperson of the Thesis Advisory Committee)

Doctoral Candidate	Area	Completion Year	Institute Currently working
Nishant Uppal	OB&HRM	2014	IIM Lucknow
Gunjan Tomer	IS	2015	IIM Nagpur
Debolina Dutta	OB&HRM	2015	IIM Bangalore
Payal Anand	OB&HRM	2016	IIM Kozhikode
Vivek Khanna	OB&HRM	2016	Shiv Nadar University, Noida
Roopak Gupta	OB&HRM	2017	IIM Kozhikode
Piyush Kant Pandey	OB&HRM	2018	Group Director, LCIT, Chhattisgarh
Roshni Das	OB&HRM	2019	In USA for higher studies
B. Chandrasekhar	OB&HRM	2019	Retired from India Post, visiting faculty
Shanu Shukla	Psychology	2020	In Europe for higher studies
Devyani Mourya	OB&HRM	2020	OP Jindal Global University, Sonipat
Vittal Rangan S.	OB&HRM	2021	Jagdish Sheth School of Management
Arti Sharma	OB&HRM	2021	OP Jindal Global University, Sonipat
Ravishankar J.	OB&HRM	2022	ISRO
Bhawana Maheshwari	OB&HRM	2022	TAPMI, Manipal
Divya Tyagi	OB&HRM	2023	OP Jindal Global University, Sonipat
Akhila Veldandi	OB&HRM	Continuing	
Mudit Shukla	OB&HRM	Continuing	

He has/ is contributing as the member of the Thesis Advisory Committee of more than **twenty (20)** Doctoral students.

THESIS EVALUATION

Contributed as an external examiner both for the Doctoral and the master's level participants in the following Institutions/ Universities:

IIM Ahmedabad; IIM Calcutta; IIM Indore; IIM Rohtak; IIM Trichy
IIT Bombay; IIT Madras; XLRI Jamshedpur; TISS Mumbai
Symbiosis Pune, Multimedia University, Malaysia

TEACHING

T[1] PGP: Organizational Behavior-II
Organizational Design
Organizational Behavior & Design
Career and Self
Entrepreneurial Orientation
Leadership Competencies

T[2] FPM: Basic Research Methodology
Advanced Micro-Organizational Behavior
Philosophy of Social Sciences

T[3] FDP: Research Methodology (12 years at IIM Indore: 2010 to 2021)

T[4] Teaching a course titled "LEAD" to the MBA students at ISB Hyderabad since 2016.

EXECUTIVE EDUCATION

Designed and delivered programs and courses on leadership, team building and related themes in many executive programs conducted for officers:

Auditor Generals, Border Security Force, Commercial Tax Officers, IAS officers, Indian Army, Judges, Ordinance Factory Board, Police officers, officers of the Rajya Sabha (Upper House of Indian Parliament), Govt. organizations (Banks, Indian Railways, MP Tourism, MP Board, NIC), Public sector organizations (NTPC, NHPC, ONGC) to cite a few.

ICICI Bank, ICICI Life Insurance, ITC, JSW Steel, Larsen & Toubro, Rakuten, SAP Labs, Sundaram Finance, Tata Motors, Tata play, Thomas Cook India, to cite a few.

PUBLICATIONS: JOURNALS (Select List)

Financial Times (FT 50) List

- J[1] Dutta, D. Kumar, K. K., & Mishra, S. K. (2021). Unintended Consequences of Promotions: Importance of Annual Incentives for Performance Management Systems (All authors have contributed equally). *Human Resource Management, 60*, 787-801.
- J[2] Bhardwaj, A., Mishra, S. K., Qureshi, I., Kumar, K. K., Konrad, A. M., Siedel, M-D. L., & Bhatt, B. (2021). Bridging Caste Divides: Middle-Status Ambivalence, Elite Closure, and Lower-Status Social Withdrawal. *Journal of Management Studies*.
- J[3] Kumar, K. K. & Mishra, S. K. (2017). Subordinate-superior upward communication: Power, politics, and political skill. *Human Resource Management, 56*(6), 1015-1037.
- J[4] Mishra, S. K. & Bhatnagar, D. (2010). Linking emotional dissonance and organizational identification to turnover intention and emotional well-being: A study of medical representatives in India. *Human Resource Management, 49*(3), 401-419.

ABDC A/A journals*

- J[5] Tomar, G., Mishra, S. K., & Qureshi, I. (2022). Features of technology and its linkages with turnover intention and work exhaustion: A multi-study investigation among IT professionals. *International Journal of Information Management*.
- J[6] Vittal, R. S., Mishra, S. K., & Varma, A. (2022). Direct and Indirect Effects of Beneficiary Contact and Supervisor Support on Service Performance: Does Perceived External Prestige Matter? *British Journal of Management*.
- J[7] Dutta, D., Mishra, S. K., & Tyagi, D. (2022). Augmented employee voice and employee engagement using artificial intelligence-enabled chatbots: A field study. *International Journal of Human Resource Management*, doi: 10.1080/09585192.2022.2085525
- J[8] Chhatwani, M., Mishra, S. K., Varma, A., & Rai, H. (2022). Psychological resilience and business survival chances: A study of small firms in the USA during COVID-19. *Journal of Business Research, 142*, 277-286.
- J[9] Chhatwani, M., Mishra, S. K., & Rai, H. (2022). Active and passive social media usage and depression among the elderly during COVID-19: Does race matter? *Behaviour & Information Technology*.
- J[10] Mishra, S. K., (2021). Here, there, & everywhere: Development and validation of a cross-culturally representative measure of subjective career success (with 5C group). *Journal of Vocational Behavior, 130*, 103612.
- J[11] Shukla, S., Mishra, S. K., & Rai, H. (2021). Optimistic bias, risky behavior, and social norms among Indian college students during COVID-19. *Personality and Individual Differences, 183*, 111076.
- J[12] Anand, P. & Mishra, S. K. (2021). Linking core self-evaluation and emotional exhaustion with workplace loneliness: Does high LMX make the consequence worse? *International Journal of Human Resource Management, 32*(10), 2124-2149.
- J[13] Dutta, D., Mishra, S. K., & Varma, A. (2021). Predictors of job pursuit intention across career stages: A multi-phase investigation. *International Journal of Human Resource Management, 32*(20), 4215-4252.

- J[14] Dutta, D., & Mishra, S. K. (2021). Chatting with the CEO's Virtual Assistant: Impact on climate for trust, fairness, employee satisfaction, and engagement. *AIS Transactions on Human-Computer Interactions*, 13(4), 431-452.
- J[15] Chhatwani, M., & Mishra, S. K. (2021). Financial fragility and financial optimism linkage during COVID-19: Does financial literacy matter? *Journal of Behavioral and Experimental Economics*, 94, 101751.
- J[16] Dutta, D. & Mishra, S. K. (2021). Predictors of Applicant Attraction among Gen-X and Millennials: Evidence from an Emerging Economy. *International Journal of Manpower*, 42(8), 1479-1499.
- J[17] Chhatwani, M., & Mishra, S. K. (2021). Does financial literacy reduce financial fragility during covid-19? the moderation effect of psychological, economic, and social factors. *International Journal of Bank Marketing*, 39(7), 1114-1133.
- J[18] Mishra, S. K. (2020). Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behavior (with 5C group). *Human Resource Management Journal*, 30(3), 365-391.
- J[19] Mishra, S. K. & Sohani, S. S. (2020). Convergence divergence thesis through sectoral lens: A study of India and China. *Human Resource Management Review*, 30(4), 100750.
- J[20] Mishra, S. K. (2020). Career success schemas and their contextual embeddedness: A comparative configurational perspective (with 5C group). *Human Resource Management Journal*, 30(3), 422-440.
- J[21] Mishra, S. K. (2019). Proactive Career Behaviors and Subjective Career Success: The Moderating Role of National Culture (with 5C group). *Journal of Organizational Behavior*, 40(1), 105-122.
- J[22] Tomer, G. & Mishra, S. K. (2019). Expectation from Technology and Career Satisfaction: A study among IT Professionals in India. *Australasian Journal of Information System*, 23, 1-17.
- J[23] Gupta, R., Mishra, S. K., & Sikarwar, E. (2019). Linking Leader-Follower Proactive Personality Congruence to Creativity. *Personnel Review*, 48(2), 454-470.
- J[24] Tomar, G. & Mishra, S. K. (2016). Exploring the process of identity construction among software engineering students in India. *Information Technology and People*, 29(1), 146-172.
- J[25] Mishra, S. K. (2014). Linking perceived organizational support to emotional labor. *Personnel Review*, 43(6), 845 – 860. (ABDC: A)
- J[26] Uppal, N. & Mishra, S. K. (2014). Moderation effects of personality and organizational support on the relationship between prior job experience and academic performance of management students. *Studies in Higher Education*, 39(6), 1022-1038.
- J[27] Uppal, N., Mishra, S. K. & Vohra, N. (2014). Prior related work experience and job performance: Role of personality. *International Journal of Selection and Assessment*, 22(1), 39-51.
- J[28] Punyatoya, P., Sadh, A., & Mishra, S. K. (2014). Role of brand globalness in consumer evaluation of new product branding strategy. *Journal of Brand Management*, 21, 171–188.

Other Journals

- J[29] Mishra, S. K., Bhatnagar, D., D'Cruz, P., & Noronha, E. (2012). The linkage between perceived external prestige and emotional labor: Mediation effect of organizational identification among pharmaceutical representatives in India. *Journal of World Business*, 47, 204-212.
- J[30] Vachhrajani, M., Mishra, S. K., Rai, H., & Paliwal, A. (2022). Direct and indirect effect of neuroticism on work engagement of nurses during Covid-19: A temporal analysis. *Frontiers in Psychology*, doi:10.3389/fpsyg.2022.94788
- J[31] Shukla, S., Mishra, S. K., Agustino, D. (2022). Reflection of types of Prosocial Behavior during COVID-19 in Collectivistic Asian Countries - India and Indonesia. *Qualitative Health Research*, doi: 10.1177/10497323221129260
- J[32] Sarma, S., Kumar, K. K., & Mishra, S. K. (2022). Strategic response to COVID-19: How do social enterprises navigate crisis situations? *Social Enterprise Journal*, doi: 10.1108/SEJ-07-2021-0052
- J[33] Jayaraman, R., & Mishra, S. K. (2021). Work and Non-work Life of R&D Professionals during Covid-19: A Cultural Perspective. *Management Decision*.
- J[34] Dutta, D., & Mishra, S. K. (2021). Are women from venus? A mixed-method study determining important predictors of job pursuit intention across gender groups. *Equality, Diversity, and Inclusion: An International Journal*, 40(6), 708-736.
- J[35] Dutta, D., & Mishra, S. K., & Budhwar, P. (2021). Ethics in competency models? A Framework towards developing ethical behavior in organizations. *IIMB Management Review*.
- J[36] Mishra, S. K., Kodwani, A., Kumar, K. K., & Jain, K. K. (2018). Linking loneliness to depression: A dynamic perspective. *Benchmarking: An International Journal*, 25(7), 2089-2104.
- J[37] Das, R., Jain, K. K., & Mishra, S. K. (2018). Archival research: A neglected method in organization studies? *Benchmarking: An International Journal*, 25(1), 138-155.
- J[38] Sehgal, P., Nambudiri, R., & Mishra, S. K. (2017). Teacher effectiveness through self-efficacy, collaboration, and principal leadership. *International Journal of Educational Management*, 31(4), 505-517.
- J[39] Kumar, K. K. & Mishra, S. K. (2016). Assuming corporate responsibilities in lawless situations: Case study of a news media organization. *Asian Journal of Business Ethics*, 5(1), 81-95.
- J[40] Mishra, S. K. & Kumar, K. K. (2016). Minimizing the cost of emotional dissonance at work: A multi-sample analysis. *Management Decision*, 54(4), 778-795.
- J[41] Rathi, N., Bhatnagar, D., & Mishra, S. K. (2013). Effect of emotional labor on emotional exhaustion and work attitudes among hospitality employees in India. *Journal of Human Resources in Hospitality and Tourism*, 12, 273-290.
- J[42] Mishra, S. K. (2013). The effect of perceived external prestige on emotional exhaustion and turnover intention: Explaining the mediation effect of organizational identification. *Corporate Reputation Review*, 16(3), 220-233.

- J[43] Mishra, S. K. & Saxena, R. (2011). Voice or neglect: Understanding employee behavior in two multinational corporations. *Indore Management Journal*, 3(1), 34-48.
- J[44] Mishra, S. K. (2011). Asset Creation under MGNREGA: A study in three districts in the state of Madhya Pradesh. *Indore Management Journal*, 3(3), 34-48.

PUBLICATIONS: BOOK

Spirituality in Management: Insights from India (Editors: S. K. Mishra & A. Varma, 2019), Palgrave Macmillan.

PUBLICATIONS: BOOK CHAPTERS

- B[1] Mazumdar, B., Mishra, S. K., & Budhwar, P. (2022). Human Resource Management in the Twenty-First Century: Present stand and the emerging trends in Indian organizations. In T. A. Adisa and C. Mordi (eds), *HRM in the Global South*. Springer Publication.
- B[2] Mishra, S. K., Mahapatra, G. P., & Dagar, C. (2022). Innovative Practices in Management Education in India. In A. Pandey, P. Budhwar, & D.P.S. Bhawuk (eds.), *Indigenous Indian Management: Conceptualization, Practical Applications and Pedagogical Initiatives*. Palgrave Macmillan.
- B[3] Kumar, K. K., Mishra, S. K., & Fang, T. (2019). The Indian cultural paradox. In P. S. Budhwar, R. Kumar & A. Varma (eds.), *Indian Business: Understanding a Rapidly Emerging Economy*, UK: Routledge Publication.
- B[4] Khanna, V. & Mishra, S. K. (2017). The dark side of emotional intelligence. In A. Stachowicz-Stanusch, W. Amann, & G. Mangia (Eds.), *Corporate Social Irresponsibility: Individual Behaviors and Organizational Practices*, NC: Information Age Publishing.
- B[5] Mishra, S. & Mishra, S. K. (2015). Organizations and Indian culture: A multicultural perspective. In Vijay Pereira and Ashish Malik (Eds.), *Investigating Cultural Aspects in Indian Organizations: Empirical Evidence*, Switzerland: Springer International Publishing.
- B[6] Mishra, S. K. & Kumar, K. K. (2014). Capitalism in the Indian social environment: An ethnic perspective. In Hamid Kazeroony and Agata Stachowicz-Stanusch (Eds.), *Capitalism and the Social Relationship: An Organizational Perspective*, UK: Palgrave Macmillan.
- B[7] Mishra, S. K. & Budhwar, P. (2013). Global careers: An Indian perspective. In Christina Reis and Yehuda Baruch (Eds.), *Careers without Borders: Critical Perspectives*. London: Routledge Publishers.
- B[8] Mishra, S. K. (2011). Sales employee's emotional labor: A question of image or support (Chapter 4). In Charmine E.J. Härtel, Neal M. Ashkanasy, Wilfred J. Zerbe (Eds.), *What Have We Learned? Ten Years On (Research on Emotion in Organizations, Volume 7)*, Emerald Group Publishing Limited.
- B[9] Mishra, S. K. (2011). Exploring the antecedent and consequences of authenticity of emotional expression (Chapter 12). In Charmine E.J. Härtel, Neal M. Ashkanasy, Wilfred J. Zerbe (Eds.), *What Have We Learned? Ten Years On (Research on Emotion in Organizations, Volume 7)*, Emerald Group Publishing Limited.

PUBLICATIONS: MANAGEMENT CASES

- MC [1] Sharma, A., Mishra, S.K., Ghosh, A., & Sengupta, T. (2020). Female feticide: The role of national health mission in India. *Emerald Emerging Markets Case Studies*, 10(2).
- MC [2] Rangan, V. S. & Mishra, S. K. (2017). ESAF – Becoming a Larger and Stronger Bank – A Microfinance Case of Integrating Performance and Organization Systems through Variable Compensation. Ranked among the top ten cases in ISB-Ivey Global Case Competition 2017 and was found an Honourable Mention from the panel of judges.
- MC [3] Sharma, A., & Mishra, S. K. (2017). Crisis in Happiness Part (A) & (B) (co-authored). *E T Cases*: Mumbai, pp. 179-196.
- MC [4] Dutta, D., Mishra, S. K., & Manimala, M. (2015). Talent Acquisition Group at HCL Technologies: Improving the Quality of Hire through Focused Metrics. IIMB Case Publication, Case No: IMB491-PDF-ENG.
- MC [5] Kumar, K. K. & Mishra, S. K. (2013). Prabhat Khabar: Innovative HR practices that helped sustain journalism as practice. In Jyotsna Bhatnagar, Gita Bajaj and Somnath Ghosh (Eds.), *Innovations in People Management: Cases in Organizational Behaviour, HR, and Communication*. New Delhi: Macmillan Publishers. pp. 118-134.

PROJECT WORK

- P [1]. Review of Financial Assistance scheme to disadvantaged students in Higher Education in MP (Investigator)
- P [2]. Impact study of MGNREGA-MP in Dhar, Jhabua and Rajgarh districts of MP (Principal Investigator)

WORK EXPERIENCE

12 years 6 months at IIM Indore: Served as the Chairperson of the OB&HRM area/ Chairperson of the Fellow Program in Management/ Editor of Indore Management Journal/ member of the BoG/ Dean (Research)/ Dean (Programmes).

11 years in different managerial capabilities at Rourkela Steel Plant (a major production unit of SAIL, a public sector company). Served as a change agent during the workplace development initiative in 1997-1998 at Rourkela Steel Plant and had visited *British Steel Plc, South Wales, U.K.* (Presently known as Tata-Corus) for attending the training (6 Weeks) on *Human Resource and Organizational Development*. The focus of the training was on improving the yield and quality characteristics of Cold Strip Mill.