

## **CURRICULUM VITAE**

### **SUSHANTA KUMAR MISHRA**

Professor (OB&HRM area)  
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*

### **CURRENT RESPONSIBILITIES**

1. Chairperson of the Centre of Teaching & Learning, IIMB
2. Chairperson of the Research & Publications, IIMB
3. Chairperson of the Case Centre (C-Docta), IIMB
4. Editor-in-Chief, IIMB Management Review

### **ACHIEVEMENTS**

1. A paper co-authored with Divya Tyagi was adjudged the **Best Accepted Paper** at the Academy of Management Annual Meeting, 2023. The paper was selected as the **Carolyn B. Dexter Award Finalist**.
2. A paper co-authored with the 5C group, published in the Journal of Vocational Behavior, Received the **Career Division Best Published Paper award Finalist** at the Academy of Management Annual Meeting, 2022.
3. The paper co-authored with Payal Anand was selected as the first runner-up among the top three papers for the annual **Michael Poole Best Paper Award 2020** in the *International Journal of Human Resource Management*.
4. The paper, co-authored with Devyani Mourya, received the **Highly Commended Runner-Up Award** from Emerald/INDAM Indian Management Research Fund in 2017.
5. Received the **Best Teacher Award** at IIM Indore and recognized for **Excellence in Teaching** at IIM Bangalore.
6. A case co-authored with Vittal, S. Rangan was ranked among the **top ten cases in the ISB-Ivey Global Case Competition 2017** and found an **Honorable Mention** from the panel of judges.
7. Appointed as the **First Young Faculty Research Chair** at IIM Indore.
8. A paper co-authored with Deepti Bhatnagar was adjudged as the **Best Accepted Paper** in the Academy of Management Meeting held in Chicago in August 2009.
9. Received the **Emerging Diversity Scholar Award** as a promising contributor to Research, Practice, or Teaching related to Diversity from the National Center for Institutional Diversity, University of Michigan, 2008.
10. Received the **Industrial Finance Corporation of India (IFCI) Award** at the Indian Institute of Management Ahmadabad for the Best Thesis Proposal.

**PROFESSIONAL SERVICES**

1. Serving: Member of the Board of Studies in Management Schools/Universities
2. Serving/served: External Expert for Faculty Selection and Promotion
3. Served as the President of the Indian Academy of Management
4. Served as a Member of the Board of Governors: IIM Indore
5. Served as the Dean (Research)/ Dean (Programs)/ Member FDEC at IIM Indore

**ACADEMIC SERVICES**

1. Serving as the Associate Editor (Journal of Contemporary Business Studies, IIM Indore)
2. Serving on the Editorial Advisory Board (IIMT Journal of Management, IIM Trichy)
3. Serving as a Review Editor: Frontiers in Psychology
4. Served as an Associate Editor: Personnel Review
5. Served as an Associate Editor: IIMB Management Review
6. Served as the Editorial Board Member: Academy of Management Learning & Education
7. Adhoc Reviewer: Many Journals

**DOCTORAL STUDENT GUIDANCE**

<b>Doctoral Candidate</b>	<b>Area</b>	<b>Completion Year</b>	<b>Doctoral Candidate</b>	<b>Area</b>	<b>Completion Year</b>
Nishant Uppal	OB&HRM	2014	Devyani Mourya	OB&HRM	2020
Gunjan Tomer	IS	2015	Vittal Rangan S.	OB&HRM	2021
Debolina Dutta	OB&HRM	2015	Arti Sharma	OB&HRM	2021
Payal Anand	OB&HRM	2016	Ravishankar J.	OB&HRM	2022
Vivek Khanna	OB&HRM	2016	Bhawana Maheshwari	OB&HRM	2022
Roopak Gupta	OB&HRM	2017	Divya Tyagi	OB&HRM	2023
Piyush Kant Pandey	OB&HRM	2018	Akhila Veldandi	OB&HRM	2024
Roshni Das	OB&HRM	2019	Surabhi Singh	OB&HRM	2024
B. Chandrasekhar	OB&HRM	2019	Geetha Krishnan	Strategy	2024
Shanu Shukla	Psychology	2020	Mudit Shukla	OB&HRM	Continuing

**THESIS EVALUATION**

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

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

**TEACHING****MBA-level Courses**

Organizational Design (IIMB)  
Organizational Behavior & Design (IIMB)  
LEAD (ISB Hyderabad)  
Career and Self (IIM Indore)  
Entrepreneurial Orientation (IIM Indore)  
Leadership Competencies (IIM Indore)  
Organizational Behavior-II (IIM Indore)

**PhD Level Courses**

Philosophy of Social Sciences (IIMB)  
Basic Research Methodology (IIM Indore)  
Advanced Micro-Organizational Behavior (IIM Indore)

**Faculty Development Program**

Research Methodology (12 years at IIM Indore: 2010 to 2021)

## EXECUTIVE EDUCATION

Designed and delivered sessions for senior officers in many organizations. A selected list of the organizations is provided below:

ICICI Bank, ICICI Life Insurance, IDFC, ITC, John Deere, JSW Steel, Larsen & Toubro, Rakuten, SAP Labs, ABB, Bosch, Reliance Group, Sundaram Finance, Tata Motors, Tata Play, TATA AIA Life Insurance, Edelweiss Tokio Life Insurance, Allianz, Thomas Cook India, JK Tyres, Apollo Tyres, JSW, Panasonic India, Walmart Labs, Whirlpool, UNext, MBG Corporate Services, Deloitte, Manhattan Associates.

National Judiciary Academy, CAG, Border Security Force, ITBP, Indian Army, Ordnance Factory Board, India Post, Indian Railways, NIC, Institute of Chartered Accountants of India, Satluj Jal Vidyut Nigam Limited, MP Tourism, SEBI,

AAI, NTPC, NHPC, ONGC, SAIL, BHEL, BEL, LIC, IOCL, NHDC, Mazagon Dock Shipbuilders, Power Grid Corporation, RINL, and Public Sector Banks.

Diplomats of Cambodia, IAS officers, Police officers, the Directorate of Skill Development, the Department of Technical Education-MP, Rajya Sabha (Upper House of Indian Parliament), Commercial Tax Department.

## PUBLICATIONS: JOURNALS (Select List)

1. Shukla, M., Tyagi, D., & Mishra, S. K. (2023). "You reap what you sow": Unraveling the determinants of knowledge hoarding behavior using a three-wave study. *Journal of Knowledge Management*.
2. Tomer, G., & Mishra, S. K. (2023). Work and career-related features of technology: A grounded theory study of software professionals. *Information and Software Technology*, 164: 107301.
3. Vittal, R. S., Mishra, S. K., & Varma, A. (2023). Direct and Indirect Effects of Beneficiary Contact and Supervisor Support on Service Performance: Does Perceived External Prestige Matter? *British Journal of Management*, 34(2), 648-663.
4. Ravisankar, J., Mishra, S. K., Garg, S., Thomas, N., & Kumar, K. K. (2023). Exploring the drivers and facets of culture in the formative stage of a public-funded R&D organization. *IIMB Management Review*, 35 (4), 370-381.
5. Dutta, D., & Mishra, S.K. (2023). "Technology is killing me!": the moderating effect of organization home-work interface on the linkage between technostress and stress at work. *Information Technology & People*.
6. Dutta, D. and Mishra, S.K. (2023), Bots for mental health: the boundaries of human and technology agencies for enabling mental well-being within organizations. *Personnel Review*.
7. Jovanovic, V. et al. (2023). The coronavirus anxiety scale: Cross-national measurement invariance and convergent validity evidence. *Psychological Assessment*, 36(1), 14-29.
8. Dutta, D., Mishra, S. K., & Tyagi, D. (2023). Augmented employee voice and employee engagement using artificial intelligence-enabled chatbots: A field study. *International Journal of Human Resource Management*, 34 (12), 2451-2480.

9. Karakulak, A., et al. (2023). The perceived vulnerability to disease scale: Cross-cultural measurement invariance and associations with fear of COVID-19 across 16 countries. *Social and Personality Psychology Compass*, 17(11), e12878.
10. Karakulak, A., et al. (2023). Trust in government moderates the association between fear of COVID-19 as well as empathic concern and preventive behavior. *Communications Psychology*, 1, 43.
11. Chhatwani, M., Mishra, S. K., & Rai, H. (2023). Active and passive social media usage and depression among the elderly during COVID-19: Does race matter? *Behaviour & Information Technology*, 42 (2), 215-226.
12. 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.
13. 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*, 66, 102518.
14. 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*, 13, 947887.
15. 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*, 32(13), 1993-2005.
16. Sarma, S. K., Kumar, K. K., & Mishra, S. K. (2022). Strategic response to COVID-19: how do social enterprises navigate crisis situations? *Social Enterprise Journal*, 18(4), 626-642.
17. Dutta, D., & Mishra, S. K., & Budhwar, P. (2022). Ethics in competency models? A Framework towards developing ethical behavior in organizations. *IIMB Management Review*, 34(3), 208-227.
18. Jayaraman, R., & Mishra, S. K. (2022). Work and Non-work Life of R&D Professionals during Covid-19: A Cultural Perspective. *Management Decision*, 60(6), 1744-1762.
19. Dutta, D. Kumar, K. K., & Mishra, S. K. (2021). Unintended Consequences of Promotions: Importance of Annual Incentives for Performance Management Systems. *Human Resource Management*, 60, 787-801.
20. 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*, 58(8), 2111-2136.
21. 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.
22. 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.
23. 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.

24. 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.
25. 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.
26. 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.
27. 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.
28. 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.
29. 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.
30. 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.
31. 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.
32. 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.
33. 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.
34. 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.
35. Gupta, R., Mishra, S. K., & Sikarwar, E. (2019). Linking Leader-Follower Proactive Personality Congruence to Creativity. *Personnel Review*, 48(2), 454-470.
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.
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.
38. Kumar, K. K. & Mishra, S. K. (2017). Subordinate-superior upward communication: Power, politics, and political skill. *Human Resource Management*, 56(6), 1015-1037.

39. 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.
40. 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.
41. 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.
42. 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.
43. Mishra, S. K. (2014). Linking perceived organizational support to emotional labor. *Personnel Review*, 43(6), 845 – 860.
44. 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.
45. 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.
46. 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.
47. 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.
48. 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.
49. 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.
50. Mishra, S. K. & Saxena, R. (2011). Voice or neglect: Understanding employee behavior in two multinational corporations. *Indore Management Journal*, 3(1), 34-48.
51. 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.
52. 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.

#### **PUBLICATIONS: BOOK**

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

**PUBLICATIONS: BOOK CHAPTERS**

1. Veldandi, A., Mishra, S. K., & Saxena, R. (2023). Family as an anchor during career transition: a case from India (Chapter 12, pp. 101-109). In J. Briscoe, M. Dickmann, D. Hall, W. Mayrhofer, & E. Parry (eds), *Understanding Careers Around the Globe*. Edward Elgar Publishing.
2. 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.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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.
10. 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**

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).
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.

3. Sharma, A., & Mishra, S. K. (2017). Crisis in Happiness Part (A) & (B) (co-authored). *ET Cases*: Mumbai, pp. 179-196.
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.
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.

## CONFERENCES

Presented papers at the Academy of Management, European Group of Organization Studies, and many other conferences.

## PROJECT WORK

1. Climate survey study at a reputed Proviante Management Institute in India (Investigator)
2. Review of Financial Assistance scheme to disadvantaged students in Higher Education in MP (Investigator)
3. Impact study of MGNREGA-MP in Dhar, Jhabua, and Rajgarh districts of MP (Principal Investigator)

## INDUSTRY EXPERIENCE

13 years at IIM Indore as a faculty in the OB&HRM area. Contributed to the institute through teaching, research, administration, and consulting assignments. Held different responsible positions, such as area chair, program chair (PhD Program), editor (of the IIM Indore journal), dean, faculty development and evaluation committee member, and member of the BoG.

11 years in different managerial capabilities at Rourkela Steel Plant (a major production unit of SAIL, a public sector company).

Worked as a change agent during the workplace development initiative in 1997-1998 at Rourkela Steel Plant and visited British Steel Plc, South Wales, U.K. (Presently known as Tata-Corus) to attend 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.