

## **Sandeep Yadav**

Assistant Professor, Strategy

Indian Institute of Management Bangalore (IIMB), India

Ph.D. (Strategic Management), IIM Kozhikode

IIMB Young Faculty Research Chair

Visiting Scholar, University of Sydney Business School, Australia (May, 2025)

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### **Ph.D. Dissertation**

Title           **Home country pro-market reform and cross-border acquisitions speed of emerging market firms**

Committee   Rajesh S Upadhyayula (Chair), P Rameshan, Chitwan Lalji and Vikas Kumar (*External member, University of Sydney*)

### **Teaching**

- MBA Courses: Competition & Strategy (2023, 2024), IIMB
- Doctoral Courses: International Business (2023), IIMB
- Other Teaching interests: International Business Strategy/International Management, Corporate Strategy, & Corporate Sustainability

### **Research interest**

- Internationalization of emerging market firms, Time and speed in internationalization, SMEs Internationalization, Corporate Sustainability

### **Academic Profile**

Ph.D.(FPM)	Indian Institute of Management Kozhikode	2018-2022
B.Tech	NIT Jalandhar (1 <sup>st</sup> Rank)	2012-2016

### **Work Experience**

IIM Bangalore	Assistant Professor (Strategy)	2023-present
Trident India Ltd. (Textile)	Manager-Productions	2017-2018
Trident India Ltd. (Textile)	Manager-Product Development & Designing	2016-2017

### **Academic Achievements**

- Invited as Visiting Scholar in the Discipline of International Business, University of Sydney Business School, Australia (May 5-18, 2025)
- IIMB Young Faculty Research Chair (2023-2026)
- 1<sup>st</sup> rank holder (Godel Medalist) in B.Tech Textile Technology (2012-16), NIT Jalandhar
- All India Rank-20 in GATE-2016 (Textile Engineering and Fibre Science)
- Outstanding Student Award- Ministry of Textile, India, 2016

## Research Awards (Nominations)

- **IM Division HKUST Best Paper in Global Strategy Award finalist** for paper: **Yadav, S.** (2025). Limiting the Role of Business Group Diversification in Affiliates Springboard Internationalization, 85th Annual Meeting of the Academy of Management (AOM) 2025 in Copenhagen, Denmark.
- **Spotlight paper** (Internationalization and Global Strategy Track): **Yadav, S., & Kumar, V.** (2024). Informal Venturing and Foreign Entry Speed of Developing Country SMEs: A Cross-country Examination. India Strategy Conference 2024, IIM Ahmedabad.
- **2024 Rugman Most Promising Scholar Award Nomination** for paper: **Yadav, S.** (2024). When Does Starting Unregistered Impact Foreign Entry Speed? Evidence From Developing Country SMEs, AIB 2024 Seoul Conference.
- **Best Paper Award** (Internationalization and Global Strategy Track): **Yadav, S., Upadhyayula, RS., & Kumar, V.** (2023). Pro-market reform and first cross-border acquisition speed of Indian business group firms: Exploring intergroup and intragroup heterogeneities. India Strategy Conference 2023, IIM Bangalore.
- **SAJBS Editor's Best Paper Award** during the INDAM 2022 conference for paper: **Yadav, S.** (2022). Foreign entry timing, time since first entry and internationalization speed of SMEs: Moderating role of manager domestic experience matter? (also nominated best paper in the track).
- **Yadav, S., Hazarika, L. & Srivastava, J.** (2022). Impact of spiritual intelligence on pedagogical success: Evidence from management education, nominated as best paper in the track in INDAM 2022.

## Research Article Publications

- Kiessling, T., Dabic, M., **Yadav, S.**, Huck, N., & Maley, JF. (2025). Supply Chain Disruptions and Need for Resilience: SMEs Direct/Indirect Exporting and Rapid Internationalization. IEEE Transactions on Engineering Management. <https://doi.org/10.1109/TEM.2024.3514701>
- Dabic, M., **Yadav, S.**, Huck, N., Maley JF., & Kiessling, T. (2024). Mitigating the impact of late internationalization of emerging market SMEs: A dynamic capability perspective. Journal of Small Business Management. <https://doi.org/10.1080/00472778.2024.2364793>
- **Yadav, S.** (2023). Foreign entry timing, time since first entry, and internationalisation speed of exporting SMEs: When does manager domestic experience matter?. European Journal of International Management. DOI:10.1504/EJIM.2022.10050885
- **Yadav, S., & Srivastava, J.** (2023). CSR, monitoring cost and firm performance during COVID-19: Balancing organizational legitimacy and agency cost. Accounting Research Journal. <https://doi.org/10.1108/ARJ-07-2021-0191>
- **Yadav, S., & Dayanithy, D.** (2023). Do IPL teams escalate commitment for costly players? When does player status and reputation matter?. IIMB Management Review. <https://doi.org/10.1016/j.iimb.2023.06.001>
- **Yadav, S., & Upadhyayula, RS.** (2023). Geographic cluster or global linkages? What accelerates emerging market firms foreign entry speed. IIM Kozhikode Society And Management Review (Forthcoming). <https://doi.org/10.1177/22779752231156209>
- Srivastava, J., & **Yadav, S.** (2023). Global financial crisis and variability in the stock price index

- in India: A vector error correction model approach. *International Journal of Indian Culture and Business Management*. <https://dx.doi.org/10.1504/IJICBM.2023.130933>
- **Yadav, S.** (2022). A socioemotional wealth perspective on innovation in family firms: Review and theoretical extension. *International Journal of Indian Culture and Business Management*. <https://dx.doi.org/10.1504/IJICBM.2022.125596>
  - **Yadav, S.** (2020). Institutional ownership and corporate social performance in emerging economies multinationals: Evidence from India. *Indian Journal of Corporate Governance*, 13(2), 227-252. <https://doi.org/10.1177/0974686220966812>

### **Book Chapter publications**

- **Yadav, S., & Hazarika, L.** (2021). Managing employee relations in multinational firms: Challenges and opportunities. Critical issues on changing dynamics in employee relations and workforce diversity (pp. 18-44). IGI Global. <https://doi.org/10.4018/978-1-7998-3515-8.ch002>
- **Yadav, S.** (2021). Agency theory and internationalization: A critical assessment of literature. In A. P. O. L. Emeagwali, & A. P. F. Bhatti (Eds.), *Corporate governance - Recent advances and perspectives*. IntechOpen. <https://doi.org/10.5772/intechopen.99192>

### **Research Grants & Funding**

- Scheme for Promotion of Academic and Research Collaboration, No.: SPARC/2019-2020/P2236/SL, Title: Digital Transformation of Rural Banking in India: A Multilevel Perspective of Technological Transition and Social innovation (with Nandakumar MK, Rekha Rao-Nicholson, Amit Mitra, & Mukundhan KV)

### **Work in Progress**

- **Yadav, S., Upadhyayula, RS., & Kumar, V.** (2025). Timing and speed of internationalization: A critical review and future research agenda.
- **Yadav, S., & Srivastava, J.** (2025). Heterogeneity of institutional investors, internationalization stage, and R&D investments in emerging economy firms.
- **Yadav, S., Upadhyayula, RS., & Kumar, V.** (2024). Entrepreneurial Dynamics of Cross-Border Acquisitions by Business Group Affiliates in Emerging Markets.
- **Yadav, S., Kumar, V., & Upadhyayula, RS.** (2025). Institutional Dynamics and Internationalization: The Role of Reform Scope, Speed, and Fragility in EMNEs' Cross-Border Acquisitions.
- **Yadav, S., & Srivastava, J.** (2025). When Does Firm Internationalization Impact Corporate Social Responsibility? A Home Country Institutional Perspective.
- **Yadav, S. & Paulraj, A.** (2025). Impact of home country institutional harshness on emerging market SMEs' international customer base: The moderating role of foreign operational resources.
- **Kiessling, T., Maley, JF., Yadav, S., & Dabic, M.** (2025). Gender and Innovation During a Business Crisis.
- **Tewari, S., Bhattacharya, B., & Yadav, S.** (2025). Unpacking the Financial Slack–Internationalization Relationship: The Role of Institutional Investors in Emerging Economies.

## **Manuscript Under Preparation**

- **Yadav, S.** & Kumar, V. (2025). Informal entrepreneurship and foreign entry speed of developing country SMEs: A cross-country examination.
- Bhattacharya, B., & Goyal, L. & **Yadav, S.** (2025). Business Group-Affiliation and Firm-Bank Relationships: Evidence from India.
- **Yadav, S.**, Srivastava, J., & Gopalakrishnan, B. (2025). Firm-level climate change exposure and M&A deal success: international evidence.
- **Yadav, S.** & Kathuria, N.(2025). Historical imprinting and speed of first cross-border acquisition by emerging market firms: Evidence from India Independence movements.
- **Yadav, S.** (2025). Limiting the role of business group diversification in affiliates springboard internationalization.

## **Conference Presentations**

### **• International conferences**

- **Yadav, S.** (2025). Limiting the Role of Business Group Diversification in Affiliates Springboard Internationalization. Academy of Management Annual Conference, Copenhagen, July 25-29, 2025 (accepted).
- **Yadav, S.** (2025). Limiting the Role of Business Group Diversification in Affiliates Springboard Internationalization. EMRG Conference, University of Sydney Business School, May 22, 2025.
- **Yadav, S.**, & Srivastava, J. (2024). How Does Acquirer Climate Change Risk Impact Mergers and Acquisitions Deal Success? Academy of Management Annual Conference, Copenhagen, July 25-29, 2025 (accepted)
- **Yadav, S.**, & Srivastava, J. (2024). How Does Acquirer Climate Change Risk Impact Mergers and Acquisitions Deal Success? European Financial Management Association 2025 Annual Meetings, June 25- 28, 2025.
- **Yadav, S.**, & Srivastava, J. (2024). Firm-level climate change exposure and M&A deal success: international evidence. WFBS, Abu Dhabi, Dec 16-18, 2024.
- **Yadav, S.**, & Bhattacharya, B.(2024). Historical Imprinting and Springboard Internationalization: Evidence from Emerging Markets. AIB Oceania 2024, University of Sydney Business School, Australia, September 25-27, 2024.
- Bhattacharya, B., Goyal, L. & **Yadav, S.** (2024). Business Group-Affiliation and Firm-Bank Relationships: Evidence from India, Academy of Management Annual Conference, Chicago, August 9-13, 2024.
- **Yadav, S.** (2024). Does Imprinting From Historical Events Impact Emerging Market Firms' Springboard Internationalization? Evidence From India, AIB Annual Meeting, Seoul, South Korea, July 2-6, 2024.
- **Yadav, S.** (2024). When Does Starting Unregistered Impact Foreign Entry Speed? Evidence From Developing Country SMEs, AIB Annual Meeting, Seoul, South Korea, July 2-6, 2024.
- **Yadav, S.**, & Srivastava, J. (2023). When Does Firm Internationalization Impact Corporate Social Responsibility? A Home Country Institutional Perspective, AIB Annual Meeting, SGH Warsaw, Poland, July 5-9, 2023.
- **Yadav, S.**, & Rameshan, P. (2023). Pro-market reform and first cross-border acquisition speed of emerging market firms: Exploring intergroup and intragroup heterogeneity, AIB Annual

Meeting, SGH Warsaw, Poland, July 5-9, 2023.

- **Yadav, S.**, Upadhyayula, RS., & Kumar, V. (2023). Impact of institutional reform scope, speed, and fragility on cross-border acquisitions speed of emerging market firms, AIB Annual Meeting, SGH Warsaw, Poland, July 5-9, 2023.
- **Yadav, S.**, & Srivastava, J. (2022). Where Are You Coming From? Firm Internationalization and Corporate Social Responsibility, AIB-Canada Chapter Annual (Hybrid) Conference, Dalhousie University, Canada, November 4, 2022.
- **Yadav, S.**, & Upadhyayula, RS. (2022). Pro-market reform and first cross-border acquisition speed of emerging market firms: Exploring intergroup and intragroup heterogeneity, AIB-2022 (Virtual), Miami, July 15, 2022.
- **Yadav, S.**, & Srivastava, J. (2022). Temporal verticality in internationalization process: digitalization, entry mode and SMEs speed of internationalization during COVID-19, AIB SOUTH ASIA Conference 2022 (Virtual), January 23-25.
- **Yadav, S.**, & Srivastava, J. (2021). Which firms accelerate internationalization during COVID-19 pandemic? A cross-country examination, 7th AIB-CEE Chapter Conference (Virtual), November 17-19, 2021.
- **Yadav, S.** (2021). Export mode, and SMEs speed of internationalization during COVID-19: Exploring the dark side of informal institutions, 7th AIB-CEE Chapter Conference (Virtual), November 17-19, 2021.
- **Yadav, S.** (2021). Home country institutional harshness and emerging market SMEs internationalization: a strategy tripod perspective, 47th EIBA conference, Madrid, Spain, 2021 (Accepted)
- **Yadav, S.**, & Upadhyayula, RS. (2021). Geographic Cluster or Global Linkages? What Accelerate Emerging Market Firms Foreign Entry Speed, AIB-2021, Virtual conference, FIU, USA, June 28 – July 2.
- **Yadav, S.**, & Upadhyayula, RS. (2021). Timing and Speed of Small and Young Firm's Internationalization: A Critical Review and Future Research Agenda, AIB-2021, Virtual conference, FIU, USA, June 28 – July 2.
- **Domestic conferences**
  - **Yadav, S.**, & Kumar, V., (2024). Informal Venturing and Foreign Entry Speed of Developing Country SMEs: A Cross-country Examination, India Strategy Conference (ISC), IIM Ahmedabad, December 15-18.
  - **Yadav, S.** (2024). When does entry timing impacts export performance of emerging market SMEs: A dynamic capability perspective, INDAM 2024, GIM Goa, January 11-13.
  - **Yadav, S.** (2023). Pro-Market Reform and First Cross-Border Acquisition Speed Of Business Group Firms, India Strategy Conference (ISC), IIM Bangalore, December 14-17.
  - **Yadav, S.** (2022). Foreign entry timing, time since first entry and internationalization speed of SMEs: Moderating role of manager domestic experience matter?, INDAM 2022 (Virtual), IIM Rohtak, January 7-9.
  - **Yadav, S.** (2022). How does home country institutional harshness effect emerging market SMEs internationalization: A strategy tripod perspective, INDAM 2022 (Virtual), IIM Rohtak, January 7-9.
  - **Yadav, S.**, Hazarika, L., & Srivastava, J. (2022). Impact of spiritual intelligence on pedagogical success: Evidence from management education, INDAM 2022 (Virtual), IIM Rohtak, January 7-9.

- **Yadav, S., & Srivastava, J.,** (2020). CSR, audit quality and firm performance during COVID-19: An organizational legitimacy perspective, CERE-2021 (Virtual), IIM Indore, June 18-20.
- **Yadav, S.** (2020). Impact of Institutional investors ownership on R&D investments in emerging economy multinational firms: Evidence from India, AIB INDIA Chapter 2020 (Virtual), IIM Visakhapatnam, December 20-22.
- **Yadav, S., & Sinha, Anubha S.** (2020). Managing Innovation in Emerging Market Multinationals: A Systematic Literature Review., INDAM 2020, IIM Tiruchirappalli, January 2-4.
- **Yadav, S., & Nandakumar, MK.** (2020). Effect of M&A on Post-Merger Innovation of firms: Evidence from India., INDAM 2020, IIM Tiruchirappalli, January 2-4.

### **Research workshops and Seminars**

- AIB faculty development workshop: South Asia regional series, November, 2021.
- Two-week (40 hours) online workshop on “Social Network Analysis” by Dr. Michael T. Heaney, University of Glasgow, Virtual, April 12-23, 2021.
- Journal of International Management (JIM) online paper development workshop at Emerging Markets Society, May 18, 2020.
- AIB India international business research & paper development workshop, December 22-24, 2019.

### **Academic Services**

- Journal Ad-hoc reviewer:
  - Journal of International Management (ABS-3, ABDC-A)
  - IIMK Society & Management Review (ABS-2)
  - Asian Journal of Management Cases (ABS-1)
  - Cogent Business & Management (ABS-1)
- Conference organising:
  - IMRDC 2025 Review Advisory Committee member
  - Track Chair, Conference theme track : Strategizing in an AI dominated world, India Strategy Conference, Dec 15-18, 2024, IIM Ahmedabad
  - IMRDC 2024 Review Advisory Committee member
  - Track Chair, Internationalization and Global Strategy, India Strategy Conference, Dec 14-17, 2023, IIM Bangalore
  - Session Chair, Internationalization and Global Strategy Track, India Strategy Conference, Dec 14-17, 2023, IIM Bangalore
  - Core coordinating team IIMK Doctoral Symposium 2020
- Conference reviewer:
  - AIB Annual Meeting, 2024, 2023, 2022 & 2021
  - AOM Annual Meeting 2025, & 2024
  - EURAM 2025
  - India Strategy Conference 2024 & 2023
  - IMRDC 2025, & 2024
  - AIB-CEE 2021
  - 47th EIBA Annual Conference 2021
  - Pan IIM-2021
  - IIMK Doctoral Symposium 2020

- Other academic activities
  - PhD Admission Committee Member (Strategy Area, 2025)
  - Pre-doc Admission Committee Member (Strategy Area, 2025)
  - PhD Admission Committee Member (Strategy Area, 2024)

**Professional Affiliations**

- Member of Academy of international Business (AIB)
- Member of Academy of Management (AOM)
- Member of Indian Academy of Management (INDAM)