

SURENDRA BABU TALLURI

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ACADEMIC EXPERIENCE

- 2023 - **Indian Institute of Management Bangalore**
Assistant Professor (OBHRM)
- 2024 **Vrije Universiteit Brussel, Brussels, Belgium**
Visiting Scholar

EDUCATION

- 2023 **Indian Institute of Management Lucknow**
Ph.D. in Human Resource Management
- 2012 **School of Management Studies (SOMS), NIT Calicut**
MBA in Human Resource Management and Business Analytics
- 2010 **Jawaharlal Nehru Technological University**
B.Tech in Information Technology

RESEARCH WORK

Published articles

1. **Talluri, S. B.**, Van der Heijden, B.I.J.M., Baruch, Y., & Donald, W. E. (2025). Navigating sustainable careers: A conceptual framework on subjective person-career fit dynamics. *Journal of Vocational Behavior*, 162, 104157.
2. ***Talluri, S. B.**, *Strauss, K., Newman, A., & Voigt, J. (2025). Future work self salience: A systematic review and future research agenda. *Applied Psychology*, 74(3), e70018. *Shared first authorship.
3. **Talluri, S.B.**, Balasubramanian, G., and Sarkar, S. (2024). Against the tide: A case of industrial relations transformation in the Indian coal sector. *Industrial Relations Journal*, 55(3), 240-263.
4. **Talluri, S. B.**, Uppal, N., Akkermans, J., and Newman, A. (2024). Towards a Self-Regulation Model of Career Competencies: A Systematic Review and Future Research Agenda. *Journal of Vocational Behavior*, 149, 10369.
5. **Talluri, S. B.**, & Uppal, N. (2023). Subjective Career Success, Career Competencies, and Perceived Employability: Three-way Interaction Effects on Organizational and Occupational Turnover Intentions. *Journal of Career Assessment*, 31(2), 397–419.

6. Balasubramanian, G., **Talluri, S.B.**, and Sarkar, S. (2023). The Curious Case of Judicial Interpretation and Efficiency Affecting Labor Flexibility in India. *Industrial Law Journal*, 52(3), 696-720.
7. **Talluri, S.B.**, Schreurs, B. and Uppal, N. (2022). How do individual factors affect career sustainability? An investigation of cascading effects through the career construction model of adaptation. *Career Development International*, 27(6/7), 584-600.

Working papers

1. How does career inaction affect subsequent proactive career behaviors? The role of proactive motivational states
2. Striving or surviving? A qualitative investigation of how gig workers craft their career success.
3. Role of different sources and types of social support in objective and subjective career success

Conference Proceedings

1. 'CEO Personality and E "S" G Preferences: The Role of Task Environment Uncertainty' presented at the 85th Annual Meeting of the Academy of Management (**AOM**), Copenhagen, Denmark, in July 2025.
2. 'Shaping Career Success: The Interaction of Proactive Traits, Behaviors, and Mindset' presented at the 22nd European Congress of Work and Organisational Psychology (**EAWOP**), Prague, Czech Republic, in May 2025.
3. 'Striving or surviving? A qualitative investigation of how gig workers craft their career success' presented at the 84th Annual Meeting of the Academy of Management (**AOM**), Chicago, Illinois, USA, in August 2024.
4. 'Future Work Self Salience: Taking Stock and Moving Forward' presented at the 84th Annual Meeting of the Academy of Management (**AOM**), Chicago, Illinois, USA, in August 2024.
5. 'Work from Home, Loneliness, and Time theft' presented at the 84th Annual Meeting of the Academy of Management (**AOM**), Chicago, Illinois, USA, in August 2024.
6. 'Building a Sustainable Career: A Conservation of Resources Approach' presented at the 83rd Annual Meeting of the Academy of Management (**AOM**), Boston, MA, USA, in August 2023.
7. 'Career Competencies: A Systematic Review and Future Research Agenda' presented at the 83rd Annual Meeting of the Academy of Management (**AOM**), Boston, MA, USA, in August 2023.
8. 'Against the Tide: A Case of Industrial Relations Transformation in the Indian Coal Sector' accepted at the International Labour Process Conference (**ILPC**), Glasgow, Scotland, UK (ILPC 2023).
9. 'Crafting a Sustainable Career: A Conservation of Resources Approach' presented at the Annual Conference of the Indian Academy of Management (**INDAM 2023**).
10. 'A competency-based perspective on contemporary careers' presented at the doctoral colloquium of the Indian Academy of Management Annual Conference (**INDAM 2023**).

11. 'The Impact of Subjective Career Success on Organizational and Occupational Turnover Intentions' presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA, USA, in August 2022.
12. 'Career Competencies and Career Sustainability: A Moderated Mediation Model of Adaptive Career Behavior and Proactive Personality' presented at the Seventh Biennial Conference of the Indian Academy of Management (INDAM 2022), organized by IIM Rohtak.
13. 'Perceived Career Success, Career Competencies, and Perceived Employability: Three-way Interaction Effects on Future Career Transitions' was presented at the IMR Doctoral Conference (IMRDC 2022) organized by IIM Bangalore.
14. 'The Role of Proactive Personality, Career Adaptability, and Proactive Career Behaviors in Career Sustainability: A Career Construction Theory Perspective' was presented at the Management Doctoral Colloquium organized by IIM Visakhapatnam.

TEACHING EXPERIENCE

Managing People and Performance in Organizations–Core MBA class, IIMB 2024–

RESEARCH GRANTS

1. **Young Faculty Research Chair Grant** – INR 0.9 million, *Indian Institute of Management Bangalore*, 2023–2026.
2. **Research Seed Grant** – INR 0.6 million, *Indian Institute of Management Bangalore*, 2025–2026.
 - Project: *How does career inaction affect subsequent proactive career behaviors? The role of proactive motivational states.*
3. **Research Seed Grant** – INR 0.6 million, *Indian Institute of Management Bangalore*, 2024–2025.
 - Project: *A mixed-method investigation of how gig workers craft their career success.*
4. **Visiting Research Scholar Grant** for visiting *Vrije Universiteit Brussel*, 2024.
 - Project: *Working from Home, Loneliness, and Employee Time Theft.*

INDUSTRY EXPERIENCE

I worked as a regional HR head with 97 months of experience in Coal India Limited (CIL), a large-scale public-sector organization owned by the government of India.

Achievements

I received an "Outstanding" rating for all the years I worked in CIL.

Successful completion of "HR Audit & PCMM" in projects under my jurisdiction.

Got several awards for self-initiated best HR practices at the regional level.

ACADEMIC HONORS/AWARDS

Received the “**Outstanding Reviewer**” Award from the Careers Division at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA, USA, in August 2022.

ACADEMIC SERVICE

IIMB

PhD Admissions Committee 2025

Review Advisory Committee Member of OBHRM Area for IMRDC 2025

Discussant at IMRDC 2024

EXTERNAL

AOM Careers Division Best Student Paper Award Committee 2025

AOM Careers Division Regional Ambassador

Journal of Vocational Behavior (Editorial Board)

Applied Psychology: An International Review (Editorial Board)

Human Resource Management Journal (Ad hoc Reviewer)

International Journal of Human Resource Management (Ad hoc Reviewer)

Career Development International (Ad hoc Reviewer)

IIMB Management Review (Ad hoc Reviewer)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)

European Association of Work and Organizational Psychology (EAWOP)

Society for Human Resource Management (SHRM)