

# Nobin Thomas

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Organizational Behaviour & HRM Area  
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## Education

### Indian Institute of Management, Ahmedabad, India

*Ph.D in Organizational Behaviour*, June 2014  
Dissertation title: “Multi-level network measures for organizational learning process”  
Thesis committee: Professors Neharika Vohra (Chairperson), Kirti Sharda, D. Karthik and Suresh Bhagavatula (IIM Bangalore)

### Tata Institute of Social Sciences, Mumbai, India

*Master of Arts* from School of Management & Labour Studies, May 2009  
Major in Globalization and Labour (Gold Medalist)  
Dissertation title: “Impact of trade union on seamen life: Case study of National Union of Seafarers of India (NUSI)”  
Research guide: Professor Sharit K. Bhowmik

### University of Kerala, Trivandrum, India

*Bachelor of Technology* from College of Engineering, Trivandrum, May 2002  
Specialization: Mechanical Engineering

## Research Papers & Publications

### Published/Forthcoming Work

1. “Investigating Organizational Learning through Social Network Analysis: The Case of a Consultancy Firm in India” (with N. Vohra), *Thunderbird International Business Review*, Forthcoming
2. “Organizational Learning in Entrepreneurial Family Firms: Comparison of Two Family Firms Using Social Network Analysis” (with N. Vohra), *Routledge Handbook of Entrepreneurship in Developing Economies*, Forthcoming
3. “Development of Network Measures for Knowledge Processes: A Relational Framework” (with N. Vohra), *Knowledge Process Management*, (2015)

4. “Three debates in organizational learning: What every manager should know” (with N. Vohra), *Development and Learning in Organizations: An International Journal*, (2015)

#### Research Presentations

1. “A Relational View of Organizational Learning: Testing a Model using MRQAP”, Paper presented at the *Third PAN IIM World Management Conference, IIM Indore*, (2015)
2. “Mapping Information Flow Patterns for Developing a Multi-level Framework for Organizational Learning: Case of a Service Provider” (with N. Vohra), Paper presented at the *Second PAN IIM World Management Conference, IIM Kozhikode*, (2014)
3. “Organizational learning subprocesses through social network lens: Case of a manufacturing firm” (with N. Vohra), Paper presented at the *7th IIMA Doctoral Colloquium, IIM Ahmedabad*, (2013)
4. “Network Measures for Organizational Learning: Case of a Consultancy Firm” (with N. Vohra), Paper presented at the *Indian Academy of Management Conference, IIM Ahmedabad*, (2013)
5. “Communities-of-Practice: Powerful or Powerless” (with N. Vohra), Paper presented at the *3<sup>rd</sup> Biennial Indian Academy of Management Conference, IIM Ahmedabad*, (2013)
6. “Three Debates in Organizational Learning” (with N. Vohra), Paper presented at the *3<sup>rd</sup> Biennial Indian Academy of Management Conference, IIM Ahmedabad*, (2013)
7. “Do Family Firms Learn? A Relational View” (with N. Vohra), Paper presented at the *3<sup>rd</sup> Biennial Indian Academy of Management Conference, IIM Ahmedabad*, (2013)
8. “Control and autonomy irony inherent in communities-of-practice analyzed from a power perspective using group level of analysis”, Paper presented at the *European Group of Organization Studies (EGOS) Conference, Helsinki, Finland*, (2012)

#### Selected Awards & Honours

1. Best Poster Award at the Second PAN IIM World Management Conference, IIM Kozhikode, (2014)
2. Global Intern, United Nations Head Quarters, New York, (2009)
3. Institute Gold Medal for Best Student in M.A. (GL), School of Management and Labour Studies, Tata Institute of Social Sciences, Mumbai, (2009)
4. Institute Gold Medal for Best Research Project in M.A. (GL), School of Management and Labour Studies, Tata Institute of Social Sciences, Mumbai, (2009)
5. Best Student Award in M.A. (GL), School of Management and Labour Studies, Tata Institute of Social Sciences, Mumbai, (2008)
6. FDP Award for Outstanding Performance, Rajagiri School of Engineering & Technology, Cochin, (2004)

#### Personal Details

Date of Birth: July 14, 1980

Nationality: Indian