

PERSONAL INFORMATION

<i>Name:</i>	Ranjeet Nambudiri
<i>Current Affiliation:</i>	Professor Organization Behaviour and Human Resource Management Indian Institute of Management, Indore – 453 331, India Tel: + 91 731 243 9535; Mobile: + 91 97555 81600 Email: ranjeet@iimdr.ac.in
<i>Qualifications:</i>	(1) Fellow Programme in Management (PhD) Organizational Behavior, Indian Institute of Management Ahmedabad Year of completion: 2007 (2) Master's in Business Administration Gujarat University Year of completion: 1995

CURRENT RESEARCH INTERESTS

My current research interests focus around the following areas where projects are at an advanced stage of research and review.

- The **dark side of leadership** – focus on the impact of abusive supervision
- Role of **psychological capital** and personality in the context of academic performance
- Deontic motivation** – reconceptualization of motivation and development of a measurement scale for the same
- Organizational Psychological Capital** and performance of business groups

RESEARCH & PUBLICATION (*Refereed publications in ABDC / other Reputed publications*)

ABDC Rating : A

- Pandey, A., **Nambudiri, R.**, Selvaraj, P. & Sadh. A. (Forthcoming). A temporal study on subordinate's response to destructive leadership: Voice withdrawal as a conflict coping mechanism. Accepted in *The International Journal of Conflict Management*
- Sharma, A., & **Nambudiri, R.** (2020). Work engagement, job crafting and innovativeness in the Indian IT industry. *Personnel Review*.
- Vinayan, J., and **Nambudiri, R.** (2019) "Developing a Corruption-Vulnerability Index for Organizations: A Study of Indian State-Owned Enterprises." *Public Administration Quarterly* 43.3 (2019): 401-453.
- Nambudiri, R.** (2012). Propensity to trust and organizational commitment: A study in the Indian pharmaceutical sector, *International Journal of Human Resource Management*, 23(5), March 2012.

ABDC Rating : B

- Shaik, R., **Nambudiri, R.**, & Yadav, M. (Forthcoming). Mindfully performed organizational routines: Reconciling the stability and change duality view. Accepted in *The International Journal of Organizational Analysis*.
- Singh, S., Thomas, N., & Nambudiri, R. (2021). Knowledge sharing in times of a pandemic: An intergenerational learning approach. *Knowledge and Process Management*, 28(2), 153-164.
- Panda, A., Jain, N. K., & **Nambudiri, R.** (2021). Work–family conflict, affective commitment, leadership and job satisfaction: a moderated mediation analysis. *International Journal of Productivity and Performance Management*.

- Billore, A., Jayasimha, K. R., Sadh, A., & **Nambudiri, R.** (2020). Divergence or Relevance in Advertisements: What Works in Emerging Markets? Evidence from Indian Consumers. *Journal of Global Marketing*, 33(4), 225-241.
- **Nambudiri, R.**, Shaik, R., and Ghulyani, S. (2019). Student personality and academic achievement: The mediating role of psychological capital, *International Journal of Educational Management*, (early cite).
- Sehgal, P. , **Nambudiri, R.**, & Mishra, S. (2017). Teacher Effectiveness through Self-Efficacy, Collaboration, and Principal Leadership. *International Journal of Educational Management*. 31 (4), pp. 505-517
- Totawar, A.K. & **Nambudiri, R..** (2014). Mood and Self-Efficacy: The Moderation of Hedonic and Utilitarian Motivation, *Human Resource Development Review*, 13(3), pp. 314-335

ABDC Rating : C

- Nath, P., Totawar, A., Chakraborty, A., and **Nambudiri, R..** (2019). Nokia Chennai plant: Lessons from the turbulent journey and closure of the world's largest mobile manufacturing unit. *Journal of Organizational Behavior Education*, 12, 2019.
- Totawar, A., **Nambudiri, R.**, & Nath, P. (2016). I am in a Good Mood but does that Affect my Self-Efficacy: An Experimental Study to Test the Moderation of Hedonic and Utilitarian motivation. *International Journal of Applied Business and Economic Research*, 14(1), pp. 115-140
- C.V. Deepa, & **Nambudiri, R.** (2016). An Exploration of the Relationship between Personality Dimensions and Role Stress. *International Journal of Applied Business and Economic Research*, 14(1), pp. 155-172.
- Sharma, A. & **Nambudiri, R.** (2015). Job Leisure Conflict, Turnover Intention and the Role of Job Satisfaction as a Mediator: An Empirical study of Indian IT professionals. *South Asian Journal of Management*, 22(1), January – March 2015, pp. 7-28
- Totawar, A.K. & **Nambudiri, R..** (2014). Can Fairness explain Satisfaction? Mediation of Quality of Worklife (QWL) in the Influence of Organizational Justice on Job Satisfaction, *South Asian Journal of Management*, 21(2), April-June 2014, pp. 101-122

OTHER REFEREED PUBLICATIONS – VIKALPA, IVEY PUBLISHING, ET CASES

- Joseph, N., Totawar, A., and **Nambudiri, R.** (2019). Mananarkad Rural Cooperative Service Bank: Innovating at the edge, in *Ivey Publishing*
- **Nambudiri, R.**, & Ghulyani, S. (2018) GAIL (India) Limited: Transforming the Safety Culture, in *Ivey Publishing (9B18C028)*
- **Nambudiri, R.**, Ramnarayan, S., & Xavier, C. (2017) Apigee: People Management Practices and the Challenge of Growth. In *Ivey Publishing (9B17C022)*
- **Nambudiri, R.**, & Ghulyani, S. (2017). Transforming Higher Education: How Culture Disables a University's Change Initiative. In Sahay., & Sarma, P.R.S. (Eds.), *Select Management Cases*, E T Cases: Mumbai, pp. 179-196.
- **Nambudiri, R. (2017).**"Immediate Survival or Long-term Growth? The Case of an Indian Organization." *Vikalpa* 42.2 (2017), pp. 122-124.
- Pandey, A., **Nambudiri, R.**, & Anand, P. (2016). To Change or Not to Change: The Curious Case of Managing Change at CIITS. In Sahay., V., & Sarma, P.R.S. (Eds.), *Handbook of Management Cases*, E T Cases: Mumbai. pp. 106-118.
- Totawar, A.K. & **Nambudiri, R..** (2014). How does Organizational Justice Influence Job Satisfaction and Organizational Commitment: Explaining with Psychological Capital (PsyCap), *Vikalpa: The Journal for Decision Makers*, 39(2), April-June 2014, pp. 83-99
- **Nambudiri, R.**, & Jayasimha, K.R. (2009). Performance management at the National Institute of Management (Central India campus) (B), in *Ivey Publishing (9B09C009W)*
- **Nambudiri, R.**, & Jayasimha, K.R. (2008). Performance management at the National Institute of Management (Central India campus) (A), in *Ivey Publishing (9B08C20W)*

OTHER PUBLICATIONS

- **Nambudiri, R.,** Totawar, A., & Manu Prasad (2016). "Does the name matter? The what and why of name dropping." *International Journal of Psychology* 51 (2016): 71.
- Minocha, A., & **Nambudiri, R.** (2015). DC Pharmaceuticals: Combating the challenge of attrition. *IIM Indore Cases portfolio*, 03/015/OBHRM
- **Nambudiri, R.,** & Tewari, R. (2014). Corporate Social Responsibility and Organizational Commitment, *Indian Journal of Training and Development*, 44(1), January-March 2014, pp. 41-47
- **Nambudiri, R.,** & Ravichandran, R. (2013). Organizational Transformation: The case of Republic Bank of India (REBI). *Indore Management Journal*, 4 (4), pp. 31-39.
- Totawar, A. & **Nambudiri, R.** (2012). An overview of depersonalization in the organizational context. *Indore Management Journal*, 4(2), July – September 2012, pp. 64-72.

INTERNATIONAL CONFERENCE PROCEEDINGS (SELECTED)

- **Nambudiri, R.,** Shaik, R. and Ghulyani, S. (2019) Role of Personality Traits and Psychological Capital in Academic Achievement: A Longitudinal Study. *Academy of Management Proceedings*. Vol. 2019. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2019.
- Pandey, A., **Nambudiri, R.,** (2018) A Temporal Study on Subordinate Response to Destructive Leadership: Role of Personality and Climate. *Academy of Management Proceedings*. Vol. 2018. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2018.
- **Nambudiri, R.,** Shaik, R., and Ghulyani, S. (2017). Does your Academic Performance depend on your Personality? The Mediating role of PsyCap. *Academy of Management Proceedings*. Vol. 2017. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2017.
- Prasad, M., Totawar, A., & **Nambudiri, R. (2016).** The what and why of name dropping, *31ST International Congress of Psychology proceedings*.
- Thomas, R., and **Nambudiri, R.** (2015). Motivation as an Obligation: Linking Deontic Work Motivation with Socialization and Commitment. *Academy of Management Proceedings*. Vol. 2015. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2015.
- Majumdar, B. & **Nambudiri, R.** (2014). Understanding voluntary employee turnover from a switching cost perspective: A conceptual model, *British Academy of Management, Belfast, Ireland, Conference proceedings*
- Sehgal, P. & **Nambudiri, R.** (2013). Antecedents of teacher effectiveness: Mediating role of teacher efficacy, *London International Conference on Education, London, Conference proceedings*
- Totawar, A. K., & **Nambudiri, R.** (2012). *Feeling fair and being satisfied: effect of organizational justice on job satisfaction and the mediation of quality of work life*. **30th International Congress of Psychology 2012**, Cape Town, South Africa. Conference proceedings.

BOOKS

Monappa, A., **Nambudiri, R.,** & Selvaraj. P. (2012) *Industrial relations and labour laws*. Tata McGraw Hill, New Delhi

Cascio, W.F., & **Nambudiri, R.** (2010). *Managing Human Resources: Productivity, Quality of work life and profits*. Tata McGraw Hill, New Delhi

INTERNATIONAL CONFERENCE PRESENTATIONS (SELECTED)

- Pandey, A., Nambudiri, R., Selvaraj, P. & Sath, A. (2018). A temporal study on subordinate response to destructive leadership: The role of organizational climate and personality. Presented at the **78th Annual meeting of the Academy of Management** at Chicago, USA, August 2018.
- Nambudiri, R., Shaik, R., & Ghulyani, S. (2017). Does your academic performance depend on your personality? The mediation of PsyCap. Presented at the **77th Annual meeting of the Academy of Management** at Atlanta, USA, August 2017.
- Prasad, M., Totawar, A., & Nambudiri R. (2016). The what and why of name dropping. Presented at the 31st International Congress of Psychology, Japan, July 2016
- Pandey, A., & Nambudiri, R. (2015). Voice as a response to destructive leadership: Subordinate's personality and organizational climate as moderators. Presented at the **59th EGOS Conference** in Athens, July 2015
- Thomas, R. & Nambudiri R. (2015). Duty as motivation: Deontic Motivation, organizational commitment and socialization. Paper presented at the **75th Academy of Management Annual meeting** at Vancouver, BC, Canada.
- Totawar, A. & Nambudiri, R. (2014). "Explaining how organizational justice influences job satisfaction and organizational commitment: Using quality of work life as a mediator" presented at the 28th International Congress of Applied Psychology held at Paris from 8-13th July 2014
- Nambudiri, R., & Tewari, R. (2013). *Corporate Social Responsibility and Organizational Commitment*. Paper presented at the **73rd Academy of Management Annual Meeting** at Orlando, Florida, USA.
- Totawar, A. K., & Nambudiri, R. (2012). *Mood and Self-Efficacy: The Moderating Effect of Hedonic and Utilitarian Motivation*. Presented at the **72nd Academy of Management Annual Meeting 2012**, Boston, USA.
- Sharma, A. & Nambudiri, R. (2013). *The relationship between job-leisure conflict and turnover intention: A social exchange theory and individualization ideology approach*. Presented at the **13th European Academy of Management (EURAM)** conference, Istanbul, Turkey.

TEACHING INTERESTS

- a. Organization Design
- b. Managing Change in Organizations
- c. Human Resource Management
- d. Leadership theory

CONSULTING PROJECTS

- a. Organizational restructuring and change intervention design
- b. High performance work system
- c. HR audit and HR process enhancement

ADMINISTRATIVE POSITIONS HELD AT IIM INDORE

- a. **Dean (Programmes)**, October 2018 – March 2021
- b. **Dean (Administration)**, April 2011 – March 2013
- c. **Chair (Fellow Programme in Management)**, April 2013 – March 2015
- d. **Member (Board of Governors)**, April 2013 – March 2015
- e. **Chair (Integrated Program In Management)**, April 2015 – March 2017
- f. **Chair (Library)**, April 2013 – March 2016
- g. **Chair (Admissions)**, April 2017 – October 2018
- h. **Faculty-in-charge (Contracts)**, January 2010 – March 2011

AFFILIATIONS

- Academy of Management
- Indian Academy of Management