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**Teaching Interests:**

*Core Courses:* Organisational Behaviour, Human Resource Management, Methods for Industrial and Organizational Psychology using R, Industrial Relations and Labour Laws

*Elective Courses:* Human Resource Analytics: Insights from Nobel Laureates in Literature and Economics, Leadership Insights for Contemporary Businesses from the Mughal Epoch, Qualitative Research Methods, Analytics for Assessing Middle Management Efficacies: A Commons Perspective, Analytics for Top Management Decision Making in High Velocity Environments: Insights from Syncretic Spatialities

**Research Interests:** study of violence and inequality, critical analysis of caste and gender in social and organisational spaces, labour studies

**Work Experience:**

Assistant Professor, Organisational Behaviour and Human Resource Management Area, Indian Institute of Management Indore: From September 10, 2015

Assistant Professor, School of Management and Labour Studies, Tata Institute of Social Sciences, Mumbai: February 1, 2012 to February 28, 2015

Assistant Professor, N L Dalmia Institute of Management Studies, Mumbai: From July 1, 2011 to January 31, 2012.

**Educational Qualification**

Fellow Programme in Management (2007-2011),

Personnel and Industrial Relations Area, Indian Institute of Management, Ahmedabad.

**Thesis Dissertation Theme:** A Study of Worker Insecurity in Four Industrial Relations Contexts: A Post Structural Approach

Master of Arts [History] (2005-2007), University of Mumbai

Bachelor of Engineering [Electronics and Telecommunication] (2001-2005), K C College of Engineering, Thane, University of Mumbai

**Publications:**

2019. Decasticization, dignity, and ‘dirty work’ at the intersections of caste, memory and disaster. *Business Ethics Quarterly*, DOI: 10.1017/beq.2018.34. (with Ramaswami Mahalingam and Patturaja Selvaraj)

2018. Worlds of demonetisation and delegitimising the grief of the marginal. *Journal of Marketing Management*, 34(11-12), 965-988. (with Premalatha Packirisamy and Jerome Joseph).

2018. Narrative worlds of frugal consumers: Unmasking romanticized spirituality to reveal responsabilization and de-politicization. *Journal of Business Ethics*, DOI: 10.1007/s10551-018-3931-1. (with Anupam Bawa and Rajnish Rai).

2018. Formal and informal technologies of alternative organisational spaces within the state: An analysis of violence, wrongdoing and policing. In R. Varman and D. Vijay (eds) *Undoing Boundaries: Narratives of Alternative Organisations in India*, pp. 26-58. New Delhi: Cambridge University Press. (with Rajnish Rai).

2017. Organizational wrongs, moral anger and the temporality of crisis. *Journal of Business Ethics*, 141(4), 709-730. (with Rajnish Rai).

2017. Burnout during early career: Lived experiences of knowledge workers in India. *Journal of Enterprise Information Management*, 30(1), 96-121. [with Premalatha and M. Meenakshy].

2016. Trials of Honesty. Ivey Publishing 9B16C004. [with Rajnish Rai]

2016. The funeralesque as the experience of workers at the margins of international business: Seven Indian narratives. *Critical Perspectives on International Business*, 12(3), 282-305. (with Patturaja Selvaraj and Jerome Joseph)

2016. Organizational civility: Assessing IR competencies of HR professionals. *Indian Journal of Industrial Relations*, 52(1), 101-117. [with Premalatha].

2016. Downside of performance appraisals and the potential for deviant behaviors. *Indian Journal of Industrial Relations*, 52(1), 117-129. [with S. K. Ghosh and Patturaja Selvaraj].

2015. The right wing state and the marginality of the police. *Survey*, 55(3 & 4), 99-108. [with Premalatha].

2015. Organizing sovereign power: Police and the performance of bare bodies. *Organization*, 22(6), 810-831. [with Rajnish Rai].

2015. Organising insecurity: Marginal subjects and narratives of injustice. *Culture and Organization*, 22(4), 365-381. [with Jerome Joseph].

2014. The irrelevance of access: theorizing gender dilemmas and livelihoods. *Decision*, 41(2): 205-216. [with Patturaja Selvaraj]

2013. Exploring the work and lives of crematorium workers. *Indian Journal of Industrial Relations*, 49(1), 44-54. [with Patturaja Selvaraj]

2013. Three representations of insecurity in three narratives of unorganized workers. *Indian Journal of Industrial Relations*, 48(3), 450-60. [With Jerome Joseph].

2012. Work Processes: Insights from Theatre of the Oppressed. In J. George, M. Kumar and D. Ojha (eds) *Working Class Movement in India in the Wake of Globalization*, 221-36. New Delhi: Manohar.

2012. Subaltern engagements with the state: informal workers in India and quests for a democratic politics of policy. In Jose Dari Krein, Eugenia Troncoso Leone and Pedro Henrique Evangelista Duarte (eds), *Sustainable Growth, Development and Labour: Progressive Responses at Local, National and Global Level*, pp. 107-128. Campinas: Editora Curt Nimuendaju. [With Jerome Joseph]

2011. Employment Relations and Managerialist Undercurrents: A Case Study of Case Laws Related to the Payment of Gratuity Act, 1972. *Indian Journal of Industrial Relations*, 47(2), 253-63. [With Jerome Joseph]

2009. Understanding Indian Trade Union Existence in the Zeitgeist of the Global. *Indian Journal of Industrial Relations*, 45(2), 181-94. [With Kaushik Roy]

### **Select Conference Proceedings**

2018. Organisation as calamity, layoff as horror, employment as the erosion of stories. (with Patturaja Selvaraj). In Symposium of Gender and Diversity in Organisations, 'Invisibility at the Intersections of Gender, Race, Ethnicity, Caste and Class in the 78<sup>th</sup> Annual Meeting of the Academy of Management in Chicago, Illinois in August, 2018.

2017. Interrogating the negative discourse of performance appraisal (with Patturaja Selvaraj). 77<sup>th</sup> Annual Meeting of the Academy of Management in Atlanta, Georgia. [Presented by Patturaja Selvaraj in August, 2017].

2015. Truths and Unfreedoms of Regimes of Insecurity and the Resistance of Commons (with Patturaja Selvaraj and Jerome Joseph) in the session titled Decolonial and Other Approaches to Organization in the 75<sup>th</sup> Academy of Management Annual Meeting at Vancouver, British Columbia (Canada), August 7-11, 2015. [Presented by Patturaja Selvaraj]

2015. Entrepreneurship and Counter-Hegemonic Practice: Nadars of Tamilnadu and Ambiguous Fields of Oppression, Memory, Community and Modernity (with Patturaja Selvaraj) in the Joint Symposia of Critical Management Studies and Gender and Diversity of Organizations titled Bodies in Contact: New Directions for Research on Embodiment and Intersectionality in Organizations in the 75<sup>th</sup> Academy of Management Annual Meeting at Vancouver, British Columbia (Canada), August 7-11, 2015. [Presented by Patturaja Selvaraj]

2014. The Quest of a Subaltern: Resistance for De-Prisoning (with Patturaja Selvaraj and Rajnish Rai) in the session titled Agency, Resistance and Alternative Ways of Organizing in the 74<sup>th</sup> Academy of Management Annual Meeting at Philadelphia, Pennsylvania (USA), August 1-5, 2014. [Presented by Patturaja Selvaraj].

2013. Exploring the Work and Lives of Crematorium Workers (with Patturaja Selvaraj) in the session titled Decolonizing Knowledge: Postcolonial Critiques of Capitalism in the 73<sup>rd</sup> Academy of Management Annual Meeting at Orlando, Florida (USA), August 9-13, 2013. [Presented by Patturaja Selvaraj].