



Varun Sharma

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Current Position

Assistant Professor in the OBHRM Area at Indian Institute of Management Indore.

Academic Background

<u>Sr No.</u>	<u>Degree</u>	<u>University/ Board</u>	<u>Performance</u>
1	Ph.D.	IIM Lucknow	Awarded (2023)
2	MA Applied Psychology	University of Delhi	73.5%
3	BA (H) Psychology	University of Delhi	81.35%
4	10+2	CBSE	88%
5	High School	CBSE	10 CGPA

Research Interests

Unethical Behavior, Workplace Vigilantism, Destructive Deviance, Moral Disengagement, Morality, Workplace Safety, Workplace Incivility

Dissertation

Perceived Organizational Support's effect on Unethical Pro-Organizational Behavior

Thesis

Dark Knights at the Workplace: Essays on the Dispositional Characteristics of a Workplace Vigilantism

Published Papers- ABDC 'A'

1. **Sharma, V.**, Mishra, V., & Uppal, N. (2023). Support to sin: a moderated mediation model of perceived organizational support's effect on unethical pro-organizational behavior among Indian nationals. *International Journal of Manpower*, 44(3), 484-502.
<https://doi.org/10.1108/IJM-09-2021-0535>
2. **Sharma, V.**, Eissa, G., Newman, A., Lester, S. W., & Pandey, J. (2023). Psychological Entitlement and Moral Disengagement as Antecedents of Compliance with COVID-19 Workplace Safety Protocols and the Moderating Role of Moral Identity. *Applied Psychology: An International Review*, 1–25.
<https://doi.org/10.1111/apps.12496>
3. Mishra, V., **Sharma, V.**, & Uppal, N. (2024). The curvilinear relationship between moral identity and unethical pro-organizational behavior: moderating role of organizational identification. *International Journal of Manpower*, 45(6), 1245-1261.
<https://doi.org/10.1108/IJM-06-2023-0343>
4. Mishra, V., **Sharma, V.**, & Verma, D. (2024). Unethical Pro-Organizational Behavior Across the Cultures - A Meta-Analysis of Antecedents from 16 Countries. *Journal of Cross-Cultural Psychology* (ahead of print)

Conferences

1. Ogunfowora, B., **Sharma, V.**, Khalilinejad, M., & Weston Moore, K. (2024). Using the “Situational Eight DIAMONDS Model” to Understand Daily Moral Disengagement at Work. In Academy of Management Proceedings (Vol. 2024, No. 1, p. 20587). Valhalla, NY 10595: Academy of Management. (*Best Paper Award in OB Division*)

2. Mishra, V., **Sharma, V.**, Verma, D., & Uppal, N. (2022). A Meta-Analytic Investigation of Antecedents of Unethical Pro-Organizational Behavior. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 18083). Briarcliff Manor, NY 10510: **Academy of Management (AOM)**.
3. **Sharma, V.**, & Uppal, N. (2022). Effects of Egalitarianism (Low SDO) on Workplace Vigilante Behavior: The Role of Moral Outrage. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 15517). Briarcliff Manor, NY 10510: **Academy of Management (AOM)**.
4. **Sharma, V.**, & Uppal, N. (2022). Effects of Social Dominance Orientation on Workplace Vigilantism: A Moderated Mediation Model. In **Australian and New Zealand Academy of Management Conference (ANZAM)**.
5. **Sharma, V.**, Mishra, V., & Uppal, N. (2022). Dark Side of Organization Based Self Esteem in promoting Unethical Pro Organization Behavior: A Moderated mediation model. In **Australian and New Zealand Academy of Management Conference (ANZAM)**.
6. Supervisor Bottom-line Mentality and Workplace Incivility: A Parallel Mediation Model. In **Southern Management Association (SMA) Conference**
7. Psychological Entitlement and Workplace Incivility. In **European Group of Organizational Studies (EGOS)**
8. Workplace Safety and Supervisor Bottom-line Mentality. In **British Academy of Management (BAM)**
9. **Annual Research Conference (ARC)** at Indian Institute of Management, Lucknow, presented “Ethical Sinners: A Curvilinear Relationship between Moral Identity and Unethical Pro Organizational Behavior.”
10. Youth and Sustainability at Keshav Mahavidyalaya, University of Delhi and ICSSR, presented “Effect of Internet Addiction on Cognition and Sleep Patterns: A Quantitative Assessment.”

Reviewer Services

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| 1. | Journal of Business Ethics | 2023 |
| 2. | Applied Psychology: An International Review | 2023 |
| 3. | Stress and Health | 2023 |

Awards and Recognition

<u>Sr. No</u>	<u>Name of Award</u>	<u>Institution</u>	<u>Year</u>
1	Junior Research Fellowship	University Grant Commission	2019
2	Meritorious Student Award	Ministry of Human Resource Development	2011
3	Best Paper for Managerial Implications	Indian Institute of Management, Lucknow	2021

Extra Co-Curricular Activities

1. Lucknow District Powerlifting Champion under the 93 kgs weight category (2019-20)
2. Been an active member in the scouts and guides program in the school and qualified RAJYA PURASKAR test.
3. Have passed NCC 'A' certificate as a cadet.
4. Won gold medal in table tennis team event at KVS nationals
5. Represented Odisha state in freestyle swimming
6. Actively organized the first Annual Research Conference at Indian Institute of Management, Lucknow

References

<u>Sr. No</u>	<u>Name</u>	<u>Designation</u>
1.	Prof Nishant Uppal	Professor cum Area Chair cum MDP Chair Human Resource Management Area Indian Institute of Management, Lucknow Email: nishant.uppal@iiml.ac.in Phone: +918604704722
2.	Prof Archana Shukla	Director Indian Institute of Management, Lucknow Email: director@iiml.ac.in Phone: +91-522-6696601
3.	Prof Samir Srivastava	Professor cum Dean Research (Erstwhile) Operations Management Area Indian Institute of Management, Lucknow Email: samir.srivastava@iiml.ac.in Phone: +91 9452903568.