

## Curriculum Vitae

### SWATI GHULYANI

MBTI® Global Step I & Step II Certified

August 2, 2024 – till date

Visiting Assistant Professor (OB & HRM)

IIM Indore

December 31, 2021 – June 19, 2024

Assistant Professor (HRM)

IMT Ghaziabad

July 1, 2019–December 20, 2021

Assistant Professor

Management and Organizations

Amrut Mody School of Management

Ahmedabad University

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[https://www.researchgate.net/profile/Swati\\_Ghulyani/](https://www.researchgate.net/profile/Swati_Ghulyani/)

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Google Scholar: [Swati Ghulyani - Google Scholar](#)

### ACADEMIC QUALIFICATION [AQ]

**AQ[1]** PhD in Organizational Behaviour and Human Resource Management, *Indian Institute of Management Indore*, 2019 (**Coursework CGPA – 3.67/4.33**)

**AQ[2]** Masters in Business Administration, *Guru Gobind Singh Indraprastha University, Delhi*, 2013 (**Secured 88%**)

**AQ[3]** Bachelors of Technology (Computer Science), *Maharshi Dayanand University, Rohtak*, 2011 (**Secured 80%**)

**AQ[4]** All India Senior School Certificate Examination, 2007 (**Secured 94.2%**)

**AQ[5]** All India Secondary School Examination, 2005 (**Secured 94.2%**)

### CASE AND MANUSCRIPT PUBLICATION [CM]

**CM[1]** Kakkar, S., Ghulyani, S., Kuril, S., & Chaudhuri, M. (2024). Understanding factors shaping engagement in remote internships: the role of institutional communication, faculty support and intern cynicism. *International Journal of Educational Management*.

**CM[2]** Tripathi, V.R., Popli, M., Ghulyani, S., Desai, S. and Gaur, A. (2021), "Knowledge creation practices at organizational boundaries: the role of ICT in sickle-cell care for tribal communities", *Journal of Knowledge Management*, Vol. 25 No. 3, pp. 595-617.

**CM[3]** Nambudiri, R., Shaik, R. and Ghulyani, S. (2020), "Student personality and academic achievement: mediating role of psychological capital (PsyCap)", *International Journal of Educational Management*, Vol. 34 No. 4, pp. 767-781.

**CM[4]** Ghulyani, S., Nambudiri, R. (2018). GAIL (India) Limited: Transforming safety culture. *Ivey Publishing (Product Number: 9B18C028)*

**CM[5]** Nambudiri, R., Ghulyani, S. (2017). Transforming Higher Education: How Culture Disables a University's Change Initiative. *ET Cases-GSMC. Product code: OB-1-0054, OB-1-0054A*

### CONFERENCE AND WORKSHOP [CW]

**CW[1]** Ghulyani, S., Shah, S., Tripathi, V. (2023). Periods Gone Public: Explicating the nexus of organizational practices in taboo reversal and social change [Presented in Subtheme 73: Studying Change in, through, and around organizations with practice sensitivity at EGOS 2023 Colloquium in Cagliari, Italy, 6-8 July 2023]

**CW[2]** Tripathi, V. R., & Ghulyani, S. (2021). Let Them All Discuss: Realizing Organizational Moral Agency through Collective Sensemaking. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 15542). Briarcliff Manor, NY 10510: Academy of Management.

**CW[3]** Ghulyani, S., Nambudiri, R. (2021) Baring it All: Identity Work for Disability Inclusion in Workplace. [Presented in Subtheme 66: Social-Symbolic Work for Inclusion: Constructing Inclusive Organizations and Institutions at EGOS 2022 Colloquium in Vienna, Austria, 7-9 July 2022] In *European Group of Organizational Studies (EGOS)*

**CW[4]** Nambudiri, R., Ghulyani, S., Shaik, R., Tiwari, S. (2020). Performance of Business Group Affiliated Firms: Role of Organizational Psychological Capital. In *Association of International Business (AIB) Annual Conference*.

**CW[5]** Nambudiri, R., Shaik, R., Tiwari, S. Ghulyani, S. (2019). Role of Personality Traits and Psychological Capital in Academic Achievement: A Longitudinal Study. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18116). Briarcliff Manor, NY 10510: Academy of Management.

**CW[6]** Ghulyani, S. (2019). Phoenix from the Ashes: Posttraumatic Growth Process through Emotion Work and Identity Work. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 19281). Briarcliff Manor, NY 10510: Academy of Management.

**CW[7]** Ghulyani, S. (2019). When do I ask? How do I Tell? Accommodation and Sensitization Strategies of Disabled Employees. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18990). Briarcliff Manor, NY 10510: Academy of Management.

**CW[8]** Ghulyani, S., Nambudiri, R., Shaik, R. (2018). Searching for abilities after an acquired disability: Re-constructing Positive Identities through Identity Work. *European Group of Organizational Studies* (EGOS)

**CW[9]** Nambudiri, R., Shaik, R., Ghulyani, S. (2017). Does your Academic Performance depend on Your Personality? The Mediating role of PsyCap. In *Academy of Management Proceedings* (Vol. 2017, No. 1, p. 15966). Briarcliff Manor, NY 10510: Academy of Management.

**CW[10]** Ghulyani, S., Shaik, R. (2017). Valuing 'Ability' in 'Disability': Analysis and Synthesis of ILO Global Business and Disability Network MNE Members Agenda on Disability Inclusion. *Academy of International Business* (AIB)

**CW[11]** Ghulyani, S., Chatterjee, A., Shaik, R. (2017). CSR Communiqué: The Indian Corporate Way. *Association for Business Communication (ABC) Annual Conference*

**CW[12]** Participant, Spring Institute on Disability co-founded by Anica Zeyen and Oana Branzei (March 1-5, 2023)

**CW[13]** Participant, Social Symbolic Work (SSW) Workshop by Professor Tom Lawrence and Nelson Phillips [Feb-March 2020]

**CW[14]** Participant, STR Global Representatives' PDW, Academy of Management (2018), Chicago

**CW[15]** Participant, Navigating Qualitative Dissertations: Advice from Experts (Mentored by Prof. Kira Schabram), Academy of Management 2018, Chicago

**CW[16]** Participant, Art of Academic Reviewing annual workshop by Prof. Eero Vaara, EGOS 2018, Tallinn

**CW[17]** Participant, AMJ Idea Development Workshop at IIM Bangalore (2018), India

#### CONSULTING AND MDP [CM]

**CM[1]** Co-Program Director and Faculty Instructor for Maruti Suzuki India Limited Dealership MDP for General Managers (July, 2022-June 2024)

**CM[2]** Instructor for Maruti Suzuki India Limited Dealership MDP for Showroom Managers (August, 2022-June 2024)

**CM[3]** Scaling up customer base for Emgage HRMS (an HRMS product for SMEs by Oases Technovations LLP) (August, 2020 – December, 2021)

#### TEACHING EXPERIENCE [TE]

**TE[1]** Delivered workshop and courses on Personal Growth and Organizational Behaviour respectively to first-year PGDM participants at IMT Ghaziabad (July, 2022 – October, 2022; July 2023 – October 2023) (**Average rating: 8.76 out of 10**)

**TE[2]** Designed outline and delivered course titled Managing Hybrid Organizations to 2<sup>nd</sup> year PGDM participants at IMT Ghaziabad (December, 2022- March, 2023) (**Average rating: 8.74 out of 10**)

**TE[3]** Designed outline and delivered courses titled Macro Organizational Behaviour and Advance Performance Management to FPM participants at IMT Ghaziabad (Jan 2022 – April 2022; July 2022 - October 2022; July 2023 – October 2023)

**TE[4]** Delivered FPM/PhD course on Organization Learning and Knowledge Management as **Visiting Faculty at IIM Indore** (October 2022 – December 2022)

**TE[5]** Delivered MBA course on Human Resource Management as **Visiting Faculty at ASCI Hyderabad** (Feb 2023 – May 2023)

**TE[6]** Delivered modules in courses on Organizational Behaviour and Human Resource Management on Upgrad Platform in collaboration with IMT Ghaziabad (May 2022- June 2023) (**Average rating 4.1 out of 5**)

**TE[7]** Designed outline and delivered courses titled People Practices and Decision Making to Masters' (MBA) students and Human Capital Management to Undergraduate students at Ahmedabad University (August, 2021 – December 2021) (**Average rating 4.1 out of 5**)

**TE[8]** Delivered interdisciplinary studio with a faculty team on Democracy and Justice for Undergraduate students at Ahmedabad University (August, 2021 –December 2021)

**TE[9]** Identity and Behaviour, Organizational Processes to Undergraduate Students, Qualitative Research Methods to Masters and Ph.D. Programme at Ahmedabad University (July, 2019 – December, 2021) (**Average rating: 4.06 out of 5**)

**TE[10] Teaching Assistant for MBA/PGP courses** – Organizational Development and Change, Human Resource Management, Organizational Behaviour at **Indian Institute of Management Indore** (January, 2018- December, 2018)

**FACULTY  
DEVELOPMENT  
PROGRAM [FD]**

**FD [1]** Participated in Wharton Global Faculty Development Program (25-28 July 2022)  
**FD[2]** Participated in EGOS 2022 Post Doctoral and Early Career Scholars Workshop (July 2022)  
**FD[3]** Participated in AOM 2021 Junior Faculty Consortium organized by Organization and Management Theory Division (August, 2021)  
**FD[4]** Ahmedabad University-Olin Collaboration: Virtual Olin Summer Institute on 'Designing Student-Centered Learning Experiences' (June, 2020)  
**FD[5]** AOM 2019 Junior Faculty Consortium organized by Gender and Diversity in Organizations Division (August, 2019)  
**FD[6]** Teaching Workshop for Doctoral Students at IIM Bangalore (January, 2019)

**TEACHING  
INNOVATION  
[TI]**

**TI[1]** Designed and offered a new-age elective on Managing Hybrid Organizations to 2<sup>nd</sup> year PGDM participants at IMT Ghaziabad enabling future managers and social entrepreneurs to build businesses at the intersection of multiple institutional logics (December 2022- March 2023) (Rating: 8.74 out of 10)  
**TI[2]** Co-designed, organized, and delivered a week-long campus immersion and ice-breaker program for the incoming PGDM batch at IMT Ghaziabad [2022-2024 and later batches]. The program is a mix of intensive workshops on outbound team-building activities, mindfulness and well-being, and corporate grooming and multiple avenues of interaction with leaders from academia and industry.

**MENTORING  
ACTIVITIES [MA]**

**MA[1]** Faculty Mentor, The HR & OB Club (THROB) at IMT Ghaziabad (February 2022-December 2023)  
**MA[2]** Student Internship Project (SIP) Mentor at IMT Ghaziabad, Mentored eight first year PGDM participants during summer internship projects across organizations like Jio Creative Labs, UltraTech, ServiceNow (April 2023-June 2023)  
**MA[3]** Project Mentor, Route Camp Project for MBA Students on scaling up Emgage HRMS: an Ahmedabad based HRMS startup (Route Camp project is an 18 month project on solving real-life business problems for organizations) (August, 2020 – December 2021)  
**MA[4]** Faculty Mentor, Entrepreneurs' Club (A student club at Ahmedabad University) (December, 2020 – December 2021)  
**MA[5]** Capstone Projects and Summer Internship Projects for Final Year Undergraduate and Post-Graduate Students (August, 2019 – June, 2020; August 2020 - June 2021)  
**MA[6]** Wellness Mentor for First Year Undergraduate Students (August, 2020 – December, 2021)

**DOCTORAL  
CONSORTIUM  
[DC]**

**DC [1]** AOM 2018 OB Doctoral Consortium (August 10-11, 2018)  
**DC[2]** EGOS 2018 Pre-Colloquium PhD Workshop (July 2-3, 2018)  
**DC[3]** IIMA Doctoral Summer School 2017 (June 1-4, 2017)

**INDUSTRY  
EXPERIENCE  
[IE]**

**IE[1]** Worked as Senior Executive-HR at NEC Technologies India Limited, Noida, (May, 2013-October, 2014)  
**IE[2]** Worked as HR Intern at NewGen Software Technologies Limited, Noida (May-June 2012)

**RESEARCH  
PROJECTS  
[RP]**

**RP[1]** Research in Higher Education – Focus on Student Attitudes in Higher Education and Psychological Capital  
**RP[2]** Organizing for Disability Inclusion in Workplace  
**RP[3]** Organizing for Inclusive Healthcare in Tribal Communities

**SERVICES IN  
ACADEMIA  
AND INSTITUTION  
BUILDING  
[SI]**

**SI[1]** Program Co-Chairperson, PGDM for Working Executives (Formerly PGDM Part Time) at IMT Ghaziabad (October 2022- June 2024)  
**SI[2]** Core Committee Member, FPM Committee at IMT Ghaziabad (March 2022- June 2024)  
**SI[3]** Member, PGDM Part-Time Program Review and Revision Committee (March 2022-September 2022)  
**SI[4]** Reviewer/Member – Academy of Management, Association of International Business, European Group of Organizational Studies, International Association for Business and Society

**SI[5]** Blind Peer Reviewer for Journals – Equality, Diversity and Inclusion (ABDC-B), International Journal of Educational Management (ABDC-B), IIMB Management Review (ABDC B), International Journal of Organizational Analysis (ABDC B), Vikalpa (IIM Ahmedabad), Paradigm (IMT Ghaziabad), SAGE Open

**SI[6]** Core Committee Member – AACSB Accreditation and MBA Program Review at Ahmedabad University (*August 2020 – December 2021*)

**SI[7]** Core Team Member – The Conversation Series (an interdisciplinary dialogical webinar series) at Ahmedabad University

**SCHOLARSHIPS  
AND  
AWARDS [SA]**

**SA[1]** Manuscript nominated by MED Division for the Carolyn B Dexter Award at AOM 2019 Annual Conference. (Paper Details: Nambudiri, R., Shaik, R., Tiwari, S., Ghulyani, S. (2019),. Role of Personality Traits and Psychological Capital in Academic Achievement: A Longitudinal Study. *In Academy of Management Proceedings (Vol. 2019, No. 1, p. 18116). Briarcliff Manor, NY 10510: Academy of Management.*

**SA[2]** Awarded Travel Grant for *AOM 2018 STR Global Representatives' PDW in Chicago, USA*

**SA[3]** Awarded ABC Graduate Student Travel Scholarship for *Association for Business Communication Annual Conference 2017 in Dublin, Ireland*

**SA[4]** Awarded UGC NET JRF in Management in 2014

**SA[5]** Awarded Special Performance on Time (SPOT) for File Digitization at NEC Technologies India Pvt. Limited in 2014.

**CERTIFICATION  
[CN]**

**CN[1]** MBTI® Global Step I & Step II Certification in April-May 2023