

CURRICULUM VITAE

SUSHANTA KUMAR MISHRA

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CURRENT POSITION: Working as a Faculty in the OB&HRM area at Indian Institute of Management Indore.
2012 – Continuing: Associate Professor
2009-2012: Assistant Professor

EDUCATION

Indian Institute of Management Ahmedabad
Fellow Program in Management, 2009

National Institute of Technology Rourkela
Bachelor of Engineering, 1993

ACHIEVEMENTS

- Appointed as the First Young faculty Research Chair at IIM Indore (2015).
- His paper has been adjudged as the Best Accepted Paper in the Academy of Management Meeting held at Chicago, August 2009.
- Received the Emerging Diversity Scholar Award as a promising contributor to Research, Practice, or Teaching related to Diversity from National Center for Institutional Diversity, University of Michigan (2009).
- Received the Industrial Finance Corporation of India (IFCI) Award at Indian Institute of Management Ahmadabad for the Best Thesis Proposal (2007- 2008).

CURRENT RESEARCH INTEREST

- Diversity issues, Multiculturalism, Emotions

PUBLICATIONS

Journals

- Kumar, K. K. & Mishra, S. K. (Forthcoming). Subordinate-Superior Upward Communication: Power, Politics, and Political Skill. *Human Resource Management*.
- Mishra, S. K. & Kumar, K. K. (2016). Minimizing the Cost of Emotional Dissonance at Work: A Multi-sample Analysis. *Management Decision*, 54(4), 778-795.
- Tomer, G. & Mishra, S. K. (2016). Exploring the process of identity construction among software engineering students in India. *Information Technology and People*, 29(1), 146-172.

- Mishra, S. K. (2014). Linking perceived organizational support to emotional labor. *Personnel Review*, 43(6), 845 - 860.
- Uppal, N. & Mishra, S. K. (2014). Moderation effects of personality and organizational support on the relationship between prior job experience and academic performance of management students. *Studies in Higher Education*, 39(6), 1022-1038.
- Uppal, N., Mishra, S. K. & Vohra, N. (2014). Prior related work experience and job performance: Role of personality. *International Journal of Selection and Assessment*, 22(1), 39-51.
- Punyatoya, P., Sath, A., & Mishra, S. K. (2014). Role of brand globalness in consumer evaluation of new product branding strategy. *Journal of Brand Management*, 21, 171–188.
- Mishra, S. K., Bhatnagar, D., D’Cruz, P., & Noronha, E. (2012). The linkage between perceived external prestige and emotional labor: Mediation effect of organizational identification among pharmaceutical representatives in India. *Journal of World Business*, 47, 204-212.
- Mishra, S. K. & Bhatnagar, D. (2010). Linking emotional dissonance and organizational identification to turnover intention and emotional well-being: A study of medical representatives in India. *Human Resource Management*, 49(3), 401-419.

Book Chapters
(Peer reviewed)

- Khanna, V. & Mishra, S. K. (Forthcoming). Dark side of emotional intelligence. In Agata Stachowicz-Stanusch, Gianluigi Mangia (Eds.), *Organization Social Irresponsibility: Individual Behaviors and Organizational Practices*, Charlotte, NC: Information Age Publishing.
- Mishra, S. & Mishra, S. K. (2015). Organizations and Indian Culture: A Multicultural Perspective. In Vijay Pereira and Ashish Malik (Eds.), *Investigating Cultural Aspects in Indian Organizations: Empirical Evidence*, Switzerland: Springer International Publishing, Chapter – 10, pp. 171-183.
- Mishra, S. K. & Kumar, K. K. (2014). *Capitalism in the Indian Social Environment: An Ethnic Perspective*. In Hamid Kazeroony and Agata Stachowicz-Stanusch (Eds.), *Capitalism and the Social Relationship: An Organizational Perspective*, UK: Palgrave Macmillan (Chapter 14).
- Mishra, S. K. & Budhwar, P. (2013). *Global Careers: An Indian Perspective*. In Christina Reis and Yehuda Baruch (Eds.), *Careers without Borders: Critical Perspectives*. London: Routledge Publishers, Chapter-15, pp. 285-296.
- Kumar, K. K. & Mishra, S. K. (2013). *Prabhat Khabar: Innovative HR Practices that helped sustain Journalism as Practice*. In Jyotsna Bhatnagar, Gita Bajaj and Somnath Ghosh (Eds.), *Innovations in*

People Management: Cases in Organizational Behaviour, HR, and Communication. New Delhi: Macmillan Publishers. pp. 118-134.

- Mishra, S. K. (2011). Sales employee's emotional labor: A question of image or support (Chapter 4). In Charmine E.J. Härtel, Neal M. Ashkanasy, Wilfred J. Zerbe (Eds.), *What Have We Learned? Ten Years On (Research on Emotion in Organizations, Volume 7)*, Emerald Group Publishing Limited, pp.107-131.
- Mishra, S. K. (2011). Exploring the antecedent and consequences of authenticity of emotional expression (Chapter 12). In Charmine E.J. Härtel, Neal M. Ashkanasy, Wilfred J. Zerbe (Eds.), *What Have We Learned? Ten Years On (Research on Emotion in Organizations, Volume 7)*, Emerald Group Publishing Limited, pp.319-339.

Management Cases

- Dutta, D., Mishra, S. K., & Manimala, M. J. (2015). Talent Acquisition Group at HCL Technologies: Improving the Quality of Hire through Focused Metrics. Harvard Business Publication, Case No:IMB491-PDF-ENG: <https://cb.hbsp.harvard.edu/cbmp/product/IMB491>.

Conference Presentations

- Anand, P. & Mishra, S. K. (2016). Workplace loneliness in the shadow of institutions. An explanatory study. *European Group of Organization Studies Colloquium*, EGOS Colloquium, July 7–9, 2016 in Naples, Italy.
- Kumar, K. K. & Mishra, S. K. (2016). Voice to change: Power, politics and followers' voice. *European Group of Organization Studies Colloquium*, EGOS Colloquium, July 7–9, 2016 in Naples, Italy.
- Tomer, G. & Mishra, S. K. (2015). Exploring Person technology fit and its impact on work outcomes among IT professionals. Presented at *2015 Academy of Management Annual Meeting*, August 7-11, at Vancouver, Canada.
- Kumar, Kunal Kamal & Mishra, Sushanta Kumar (2015). Subordinate-Superior Upward Communication: The Effect of Power, Politics, and Political Skill. Presented at *2015 Academy of Management Annual Meeting*, August 7-11, at Vancouver, Canada.
- Kumar, K. K. & Mishra, S. K. (2015). Subordinate-superior upward communication: The effect of leader-member exchange and interactional justice. Presented at the *European Group of Organization Studies Colloquium*, July 2-4, 2015 held at Athens, Greece.
- Mishra, S. & Mishra, S. K. (2015). Migration and Multiculturalism: Centrality of Work Organizations. Presented at the *European Group of Organization Studies Colloquium*, July 2-4, 2015 held at Athens, Greece.
- Mishra, S. K. (coauthored with 21 others). (2014). A Cross-Culturally Generated Measure of Perceived Career Success: Results of a Three-Stage Study. *Academy of Management Meeting*, Philadelphia.

- Tomer, G. & Mishra S. K. (2014). Understanding person technology fit and analyzing its influence on work related outcomes among IT professionals. *18th Pacific Asia Conference on Information Systems (PACIS 2014)*, Chengdu, China.
- Mishra, S. K., & Kumar, K. K. (2014). Should I stay or quit the organization: Exploring the cost of emotional labor and organizational response to cope with it. *European Group of Organization Studies*, Rotterdam, Netherlands.
- Kumar, K. K. & Mishra, S. K. (2014). Assuming corporate responsibilities in lawless situations: Case study of a news media organization. Paper presented at the *Academy of International Business Annual Meeting*, Vancouver, Canada.
- Mishra, S. K. (2013). Path linking emotional labor strategies to turnover intention: Effect of POS. *Academy of Management Meeting*, Orlando, Florida.
- Kumar, K. K. & Mishra, S. K. (2013). Caught in a quandary: Can business organizations be both virtuous and competitive? *Annual Meeting of the Society for Business Ethics*, Orlando, Florida.
- Tomer, G. & Mishra, S. K. (2013). Towards developing career technology fit frame work and analyzing its influence on work related outcomes among it professionals. Accepted for presentation at 22nd International Conference on Information System Development. Seville, Spain.
- Mishra, S. K. (2010). Emotional dissonance, emotional exhaustion, and turnover intention: Moderation effect of POS. *Academy of Management Meeting*, Montreal, Canada.
- Mishra, S. K., Bhatnagar, D., & Mishra, S. (2010). Explaining the effect of emotional labor strategies on emotional exhaustion and well-being. *Academy of Management Meeting*, Montreal, Canada.
- Mishra, S. K. & Bhatnagar, D. (2009). Linking emotional dissonance and organizational identification to turnover intention and well-being. *Academy of Management Meeting*, Chicago.
- Saxena, R. & Mishra, S. K. (2008). Top management's imperative on trust during post-acquisition implementation phase: A case from India. *Strategic Management Society Special Conference*, Hyderabad, India.
- Mishra, S. K. & Bhatnagar, D. (2008). Organizational identification and well-being: exploring the mediation of emotional dissonance. *Academy of Management Meeting*, Anaheim, California.
- Saxena, R. & Mishra, S. K. (2008). Impact of cultural fit of the organizations over the organizational performance in the post-acquisition phase: A case of a middle-sized manufacturing MNC in India. *24th European Group of Organizational Studies (EGOS) Colloquium*, Amsterdam.

Project Work

- Project leader of the study to assess the impact of MGNREG scheme in three districts of Madhya Pradesh.

PROFESSIONAL SERVICES

Editor Indore Management Journal (Journal of IIM Indore)

Adhoc Reviewer

(Selected Journals) British Journal of Management
Culture and Organization
Human Resource Management
Information Technology & People
Journal of Business Ethics
Journal of Management & Organization
Journal of Managerial Psychology
Relations Industrielles/ Industrial Relations

INDUSTRY EXPERIENCE

Steel Authority of India Limited

- Work Experience: 11 years in different managerial capabilities at Rourkela Steel Plant (a major production unit of SAIL, a public sector company).
- Worked as a change agent during the workplace development initiative in 1997-1998 at Rourkela Steel Plant and had visited *British Steel Plc, South Wales, U.K.* (Presently known as Tata-Corus) for attending the training (6 Weeks) on *Human Resource and Organizational Development*. The focus of the training was on improving the yield and quality characteristics of Cold Steel Strip.
- Was a member of the core team during the turn-around process of Rourkela Steel Plant (RSP) in 2001-2003 and was involved in communication meetings at the departmental level as a part of the organization-wide communication drive.