# Niranjan S. Janardhanan

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## **ACADEMIC EXPERIENCE**

London School of Economics and Political Science Assistant Professor in Management	London, UK 2018-present	
King's College London Business School, Visiting Research Fellow Cambridge University Judge Business School, Visiting Associate	London, UK, Spring 2022 Cambridge, UK, Fall 2024	
Indian School of Business (Research Associate, OB, Emerging Markets)	Hyderabad, India, 2012-13	
EDUCATION		
University of Texas at Austin	Austin, TX, USA	
PhD, Management (Organizational Behavior)	2018	
MS, Management (Organizational Behavior)	2015	
Indian School of Business	Hyderabad, India	
Post Graduate Program in Business (Strategy & Leadership)	2010	
National University of Singapore	Singapore	
MSc, Electrical Engineering	2007	
BEng, Electrical Engineering (Minor: Materials Science, Engineering)	2005	

#### **JOURNAL PUBLICATIONS**

- ^ Shukla, J., Stein, C., Bush, J., & **Janardhanan**, N. S. 2025. Should I do this? Incongruence in the face of conflicting moral and role expectations. *Human Resource Management Review*, 34(2).
- \* Sahoo, M., \* **Janardhanan, N. S.,** & Ekkirala, S. 2023. Team ties, embeddedness, and turnover intentions: Integrating social networks and field theory. **Small Group Research**, 53(3), 417-456.
- **Janardhanan, N. S.**, Lewis, K., Stevens, C. K., & Reger, R. K. 2020. Getting to know you: Motivating cross-understanding for improved team and individual performance. *Organization Science*, *31*(1): 103-118.
- Sinha, R., **Janardhanan**, N. S., Greer, L. L., Conlon, D. E., & Edwards, J. R. 2016. Skewed task conflicts in teams: What happens when a few members see more conflict than the rest? *Journal of Applied Psychology*, 101(7):1045-1055.

## MANUSCRIPTS UNDER REVIEW

- ^ Awan, M. A., & **Janardhanan**, N. S. Sustained effort amidst precarity. *1st R&R: Administrative Science Quarterly*. Winner: Academy of Management 2023 Carolyn B. Dexter Award for Best International Paper Nominee: Academy of Management 2023 MOC Best Paper Award
- Faraji, A., Janardhanan, N. S., & Alia, S. Identity choice. Under 2<sup>nd</sup> round review: Journal of Consumer Research
- Srinivas, S., Schabram, K., & **Janardhanan**, N. S. Consequences of language use amid gender integration. *Under review: Administrative Science Quarterly*

<sup>^</sup> Doctoral students at project start

- ^\* Weisman, H., \* **Janardhanan**, **N. S.**, & Howell, T. Digital voice assistants and spillovers of help expectations. *Under review: Journal of Management*
- Bindl, U., **Janardhanan**, N. S., & Stride, C. Emotions and employee voice. *Under review: Journal of Organizational Behavior*
- Earp, B. D., Mann, S. P., ... **Janardhanan, N. S.**, et al. Relational norms for human-AI cooperation. *Under review: Humanities and Social Sciences Communications*

# RESEARCH IN PROGRESS

^ Doctoral students at project start

#### **Manuscript Preparation**

^ Sonal, R., Janardhanan, N. S., & Hollensbe, E. Identity and image work.

Winner: Academy of Management 2025 MOC Denny Gioia Award for Best Qualitative Paper Nominee: Academy of Management 2025 Carolyn B. Dexter Award for Best International Paper Winner: British Academy of Management 2024 Best Paper

Janardhanan, N. S., Madhavan, S., Satyavageeswaran, P., & Ponnappan, V. Leadership transience.

Howell, T., Janardhanan, N. S., & Longmire, N. Outcomes of employee voice behavior.

**Janardhanan, N. S.,** Zhang, S., Jia, J., Gray, S., Chattopadhyay, P., & ^ Jiao, Y. Identity conflicts in founding teams. **Janardhanan, N. S.** & Thatcher, S. M. B. Agency in team boundary management.

Emery, C., ^ Kloeden, A., Henningsen, L., Peters, K., & Janardhanan, N. S. How AI images shape leader identities.

#### **Data Analysis**

With Nandkeolyar, A., Phillips, C. Arora, R., & Agarwal, A. Innovation teams.

With Reaney, R., ^ Sonal, R., Hollensbe, E., & ^ Spriha, Y. Constrained agency in identity construction amid change. With Longmire, N., Neurodivergence, identity, and cooperation at work.

With ^ Musso, C., Kappes, A., ^ Sonal, R. Adapting to or working around AI interactions.

## RESEARCH FUNDING AND GRANTS AWARDED

Research Infrastructure and Investment Funds (LSE): £ 2,395. Janardhanan, N. S. Identity choice. 2025.

Research Infrastructure and Investment Funds (LSE): £ 8,480. Janardhanan, N. S. Understanding self-enhancement processes and identity conflicts in organizations. 2023.

Booster Grant towards ESRC grant application (City University, London): £ 3,500. With Kappes, A. (PI), ^ Zapico, C. M., Nussberger, A., & Savulescu, J. The hidden costs of artificial intelligence. 2022.

Research Infrastructure and Investment Funds (LSE): £ 5,000. Janardhanan, N. S. (PI) & Awan, M. A. Dispossession and Agency: Work identity and livelihood construction among residents of informal urban settlements. 2021.

Research Infrastructure and Investment Funds (LSE): £ 18,735. Janardhanan, N. S., & Bindl, U. (Co-PIs) Employee identity and proactive behaviors during impending crisis. 2020.

Research Infrastructure and Investment Funds (LSE): £ 8,400. Janardhanan, N. S. (PI), & ^ Spriha, Y. Gender-based perceptions and employee voice behavior. 2019.

Teaching & Learning Development Fund (LSE) Research Grant: £ 750. Janardhanan, N. S., & Reaney, R. (Co-PIs) Professional identity re-construction during crisis. 2019.

Center for Leadership & Ethics (UT) Research Grant: \$ 4,275. Janardhanan N. S. (PI) Manager identity and managerial performance. 2017.

Herb Kelleher Center Innovation & Entrepreneurship (UT) Grant: \$ 1,500. Martins, L. L. (PI) & Janardhanan, N. S. (Co-I) Dyadic diversity and employee voice behavior. 2015.

## **ACADEMIC AWARDS AND HONOURS**

Nominated: Carolyn Dexter Award for Internationalization of AOM (with R. Sonal & E. Hollensbe)	2025
MOC Division Denny Gioia Best Qualitative Paper Award (with R. Sonal & E. Hollensbe)	2025
Academy of Management MOC Division Best Reviewer Award	2023
Carolyn Dexter Award for the Internationalization of AOM (with M. A. Awan)	2023
Nominated: MOC Division Best Paper Award	2023
LSE Excellence in Education Award	2020-21
LSE Student Union Awards – Nominated in 3 categories: Mentoring and personal development;	
Inspirational teaching; and Exceptional teaching in an unprecedented year	2020
LSE Department of Management Annual Contribution Reward	2019
Runner-Up: Alvah H. Chapman Jr. Outstanding Dissertation Award	
Amity University Emerging Global Academic Excellence Award	2019
University of Texas at Austin Graduate School Continuing Fellowship	2017-18
Nominated: Fred Moore Teaching Excellence Award	2016-17
Academy of Management OB Division Best Reviewer Award	2016
University of Texas at Austin Graduate School Continuing Fellowship	2016
University of Texas at Austin Graduate School Summer Fellowship	2015-16
McCombs School of Business Dean's Fellowship	2013-15

#### **ACADEMIC SERVICE**

## **Ad-Hoc Journal Reviewing**

Academy of Management Journal (2023—)

Academy of Management Review (2022—) [Bridge Reviewer Program]

Organization Science (2016, 2025—)

Journal of Applied Psychology (2020-22)

Journal of Management (2025—)

Journal of Organizational Behavior (2021—)

International Journal of Conflict Management (2021—)

Small Groups Research (2024)

#### **Conference Reviewing and Board Membership**

MOC division, Academy of Management Annual Meeting (2014—); Best Reviewer (2025)

OB division, Academy of Management Annual Meeting (2014-20); Best Reviewer (2016)

Interdisciplinary Network of Groups Researchers conference (INGRoup, 2015-24)

MOC Representative-at-Large (2022-25); Conducted Reviewing in the Rough workshop (2022-25)

Board Member, INGRoup (2016-17)

#### PhD Student Advising and their Immediate Placement

Rashi Sonal: Year 2 Paper (2021-22), Dissertation Co-Chair (2022—), LSE Fellow Ageel Awan: Year 2 Paper (2022-23), Dissertation Co-Chair (2023—), on the job market

#### Pre-PhD Advising: Research Assistants (Year) and their Immediate Placement

Yasha Spriha (2019-20), PhD student in OB, University of Maryland

Manveen Kaur (2020-21), Social Impact Consultant, Deloitte

Sage Lancaster (2021-22), Sustainability Account Manager, Junee

Tuo Liu (2022-23), PhD student in OB, Boston College

Sankirtana Kumar Tharamel (2022-23), ESG Fellow, AccountAbility

Supriya Madhavan (2023-24), PhD student in ESSEC Business School

# **MSc Advising (Masters' Theses):**

MSc SIE Students 2019-25

MSc HRO Students 2018-19

## SYMPOSIA, PROFESSIONAL DEVELOPMENT WORKSHOPS, AND PANELS

## Symposia

Janardhanan, N. S., & Sonal, R. 2023. Putting Worker Identity Front and Center: Identity Construction Beyond the Organizational Scaffold. AOM, Boston, USA.

## **MOC Showcase Symposium**

**Finalist: MOC Best Symposium Award** 

Schölmerich, F., Janardhanan, N. S., & Isaakyan, S. 2017. Impact of faultlines on individual perspectives and behaviors in teams. AOM, Atlanta, USA.

Wang, S. C., & Janardhanan, N. S. 2016. Making teams meaningful: Deriving meaning from divergent individual experiences in teams. AOM, Anaheim, USA.

## **MOC Showcase Symposium**

Janardhanan, N. S., & Bartel, C. A. 2015. Individual perspectives and emergent team information processes. AOM, Vancouver, Canada.

## **Professional Development Workshops**

Co-Organizer. Reviewing in the Rough. AOM 2023.

Facilitator. Diamonds in the Rough. AOM 2023.

Panelist. Conflict Management Research incubator: The microfoundations of intragroup conflict. AOM 2021.

Presenter panelist. Managing the dissertation process: A multiple identities perspective. Conflict Management Doctoral student consortium. AOM 2021.

#### REFEREED CONFERENCE PRESENTATIONS

With Sonal, R., & Hollensbe, E. Identity and image work.

AOM 2025, Copenhagen, Denmark.

**Dennis Gioia Award for Best Qualitative Paper** 

Finalist: Carolyn B. Dexter Award for the Internationalization of the Academy

With Schabram, K., & Srinivas, S. Gender desegregation, gendered language, and income inequality.

Wharton OB Conference 2023, Philadelphia, USA.

AOM 2023, Boston, USA.

With Awan, A. Identities and livelihood construction amidst multiple precarity.

AOM 2023, Boston, USA.

Carolyn B. Dexter Award for the Internationalization of the Academy

Finalist: Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition.

POS 2022, Ann Arbor, USA.

With Nandkeolyar, A. & Phillips, C. Team ties, cognitive processes, and innovation.

Network Science in Management 2022, Ahmedabad, India.

With Bindl, U., & Stride, C. Respect and employee voice amidst uncertainty. AOM 2022, Seattle, USA.

With Reaney, R., Spriha, Y., & Sonal, R. Professional identity work in crisis. POS 2022, Ann Arbor, USA.

With Zhang, S., Jia, J., Gray, S., & Jiao, Y. Multiple identification and conflict in startup teams. AOM 2021.

With Weisman, H. Gendered voice assistants and perceptions of instant help. *AOM* 2020, virtual. *Organization Science Special Issue Conference*, 2019, Santa Barbara, USA.

With Sahoo, M., & Srinivas, E. Gender, OCB, and team inclusion. INGRoup 2019. Lisbon, Portugal.

Multiple identities and job insecurity amidst technological advancements. SPSP 2019. Portland, USA.

With Howell, T., Bartel, C., & Martins, L. Team identification: A meta-analysis. AOM 2016. Anaheim, USA.

With Lombardi, S., & Han, S. TMT boundary spanning and decision-making. *AOM* 2015. Vancouver, Canada. *INGRoup* 2015. Pittsburgh, USA.

Employee voice behavior in teams. AOM 2015. Vancouver, Canada. INGRoup 2014, Raleigh, USA.

With Lewis, K. Cross understanding in teams. *Organization Science Winter Conference*, 2015, Park City, USA. (With Martins L.). *AOM* 2014, Philadelphia, USA. (With Stevens C.). *INGroup* 2014, Raleigh, USA. *SMS Microfoundations* 2014, Copenhagen, Denmark.

With Sinha, R. & Greer, L. L. Asymmetric conflicts in teams. SIOP 2013, Houston, USA.

# **INVITED PRESENTATIONS** Role of Audiences in Identity and Image Formation 2025 Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands IESE, Barcelona, Spain George Mason University, Fairfax, VA, USA University of Michigan, Ann-Arbor, MI, USA Transient Leadership 2025 Indian Institute of Management, Udaipur, India University of Exeter, Exeter, UK Agency in Precarious Work 2024 City University of Hong Kong, Hong Kong Cambridge University, Cambridge, UK Emotional validation/acknowledgment and performance 2022-23 Brigham Young University, Provo, UT, USA University of Illinois, Chicago, IL, USA Multiple identification in founding teams, identity conflict, and ambidexterity 2022-23 King's College London Business School, London, UK Rice University, Houston, USA Leeds University Business School, Leeds, UK **Identity choice** 2021-22 Indian Institute of Management, Udaipur, India Impact of manager gender on employee idea quality 2018-19 Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands Groningen University, Groningen, Netherlands Judge Business School, University of Cambridge, Cambridge, UK Indian School of Business, Hyderabad, India Manager identity prominence and managerial performance 2017-18 Indian School of Business, Hyderabad, India University of Western Australia, Perth, Australia (virtual) Hong Kong Baptist University, Hong Kong

# BOOK CHAPTERS, OTHER PUBLICATIONS, AND MEDIA MENTIONS

Hong Kong University of Science and Technology, Hong Kong

McGill University, Montreal, Canada London School of Economics, London, UK

Bocconi University, Milan, Italy

ESSEC, Paris, France

City University of Hong Kong, Hong Kong

**Janardhanan, N. S.**, Lewis, K., Stevens, C. K., & Reger, R. K. 2020. Getting to know you: Motivating cross-understanding for improved team and individual performance. *LSE Business Review*.

Sinha, R., **Janardhanan**, N. S., Greer, L. L., Conlon, D. E., & Edwards, J. R. 2016. Skewed task conflicts in teams: What happens when a few members see more conflict than the rest?

Stanford Business: <a href="https://www.gsb.stanford.edu/insights/do-you-have-contrarian-your-team">https://www.gsb.stanford.edu/insights/do-you-have-contrarian-your-team</a>
Business News Daily: <a href="https://www.businessnewsdaily.com/8594-dissenting-voice-teamwork.html">https://www.gsb.stanford.edu/insights/do-you-have-contrarian-your-team</a>
Business News Daily: <a href="https://www.businessnewsdaily.com/8594-dissenting-voice-teamwork.html">https://www.businessnewsdaily.com/8594-dissenting-voice-teamwork.html</a>

People Matters: <a href="https://www.peoplematters.in/article/employee-engagement/dealing-devils-advocate-your-team-13358">https://www.peoplematters.in/article/employee-engagement/dealing-devils-advocate-your-team-13358</a>?utm source=peoplematters&utm medium=interstitial&utm campaign=learnings-of-the-day

Shah, M. N., & **Janardhanan**, N. S. 2012. Student heterogeneity and leadership training: Designing project management pedagogy for maximum learning impact. *Journal of Project, Program and Portfolio Management*, 3, 28-38.

Wawra, C., & **Janardhanan**, N. S. 2011. A systemic approach to organizational development. In S. Ramnarayan & T. V. Rao (Eds.), *Organizational Development: Accelerating Learning & Transformation*, Sage Publications.

# TEACHING EXPERIENCE

Post Graduate Certification in Higher Education	2022	
London School of Economics and Political Science		
Organisational Behaviour (PhD Seminar)	'21-25	_
Survey Methods (PhD Seminar)^	'20,21 <sup>§</sup> ,22	_
Organisational Behaviour (Global Masters in Management)^	'21*,22,23,24*,25	Avg. 4.7/5
Organisational Behaviour (Social Entrepreneurs)	19*,20,21*,22*,23	Avg. 4.7/5
Leadership in Organisations (Summer School)^	'21-25	4.8/5
Qualitative Methods workshop (MSc SIE Dissertation)	19*,20°	1.0/5
Global Management Practice (Global Masters in Management)	'19*	4.7/5
Organisational Behaviour (Human Resources & Organisations)	'18*	4.7/5
* Denotes recognition among Top-10 teachers in the department	10	7.775
§ First place for teaching team for the term		
^ Co-taught		
London Business School		
Leading Teams and Organizations (MBA, MiF)	'25	4.7/5
University of Florence, Department of Economics & Management		
Qualitative Methods workshop for MSc and PhD students	'20	-
University of Texas, McCombs School of Business		
Organizational Behavior (BBA)	'16	4.4/5
National Institute for Construction Management & Research		
Leadership (MS: Real Estate, Urban Infrastructure Mgmt.)	'12	-
CORPORATE EXPERIENCE AND CONSULTING		
HSBC. Project Manager, Change Delivery. Hyderabad, India		2010-12
Doujak Corporate Development. Junior OD Consultant. Vienna, Austria		2010-11
Avago Technologies. Senior Engineer, Product Integration. Singapore		2008-09
Chartered Semiconductors. Engineer, Process Integration. Singapore		2005-08
Basic Healthcare Services, Udaipur, India		2022-present
Savage Macbeth, Negotiations, London, UK		2020-21
Dhan Foundation (HR Advisory Council) Madurai, India		2018-19