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London School of Economics and Political Science
New Academic Building, 54, Lincoln's Inn Fields, London WC2A 3LJ.
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ACADEMIC EXPERIENCE

| | |
|---|------------------------|
| London School of Economics and Political Science | London, United Kingdom |
| <i>Assistant Professor in Management</i> | 2018-present |
| <i>PhD Programme Coordinator, Organisational Behaviour area</i> | 2020-present |
| Indian School of Business | Hyderabad, India |
| <i>Research Associate, Organizational Behavior, Center for Emerging Markets</i> | 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

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.

MANUSCRIPT UNDER REVIEW

^ indicates graduate student co-author; * indicates equal contribution

^ Weisman, H., & Janardhanan, N. S. [Title hidden to facilitate blind review process]
1st round Revise and Resubmit at Organization Science.

Janardhanan, N. S., & Martins, L. L. [Title hidden to facilitate blind review process]
Under review at Academy of Management Journal.

Bartel, C. A., Janardhanan, N. S., & Burriss, E. R. Voice in teams.
Under review at Academy of Management Annals.

MANUSCRIPTS IN PREPARATION

*^ indicates graduate student co-author; * indicates equal contribution*

* Sahoo, M., * **Janardhanan, N. S.**, & Srinivas, E. Team inclusion and exclusion as proximal contingencies for the relationship between community embeddedness and intentions to leave. *Target: Organization Science*.

Soane, E. C., Aufegger, L., Bicknell, C., & **Janardhanan, N. S.** Trait diversity, interpersonal conflict, and team performance. *Target: Journal of Applied Psychology*.

* **Janardhanan, N. S.** & * ^ Alia, S. Chosen vs. assigned identities, psychological empowerment, and brand evaluation. *Target: Organization Science*.

RESEARCH IN PROGRESS

^ indicates graduate student co-author

With Bindl, U. Key-worker status and employee well-being during COVID-19.

With Reaney, R., ^ Spriha, Y., & ^ Sonal, R. Identity and technology adoption during COVID-19.

With ^ Spriha, Y. Identity configurations and women's participation in inclusion initiatives.

With ^ Spriha, Y., Howell, T. M., & Parke, M. Gendered perceptions of silence motives in teams.

With Martins, L. L. Importance of the manager identity.

With Rapaka, K., Hariharan, P., & Satyavageeswaran, P. Identity processes of elected leaders.

With Zhang, S., & Gray, S. Multiple identities and founding-team identity disagreements

With Bindl, U. Impact of disruptive socio-political events on employee identity and well-being.

With Schabram, K. Recognition of work-orientations.

ACADEMIC AWARDS AND HONOURS

| | |
|---|---------|
| Alvah H. Chapman Jr. Outstanding Dissertation Award (Runner-Up) | 2019 |
| Amity University Emerging Global Academic Excellence Award | 2019 |
| Teaching and Learning Development Fund Research Grant | 2019-20 |
| University of Texas at Austin Graduate School Continuing Fellowship | 2017-18 |
| Center for Leadership and Ethics Research Grant | 2017 |
| 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 |
| Herb Kelleher Center for Entrepreneurship Sponsorship | 2014 |
| McCombs School of Business Dean's Fellowship | 2013-15 |

ACADEMIC SERVICE

Ad-hoc Reviewer

Organization Science (2016)

Journal of Cross-Cultural Psychology (2019-20)

Career Development International (2016, 2020)

Conference Reviewer

OB and MOC divisions, Academy of Management Annual Meeting (2014-present)

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

Student Board Member

Interdisciplinary Network of Groups Researchers (INGRoup) (2016-17)

SYMPOSIA AND PANELS CHAIRED

Schölmerich, F., **Janardhanan, N. S.**, & Isaakyan, S. Impact of faultlines on individual perspectives and behaviors in teams. *Academy of Management Meeting*, 2017. Atlanta, GA.

Wang, S. C., & **Janardhanan, N. S.** Making teams meaningful: Deriving meaning from divergent individual experiences in teams. *Academy of Management Meeting*, 2016. Anaheim, CA.
MOC Showcase Symposium

Janardhanan, N. S., & Bartel, C. A. Individual perspectives and emergent team information processes. *Academy of Management Meeting*, 2015. Vancouver, Canada.

REFEREED CONFERENCE PRESENTATIONS

[^] indicates graduate student co-author; * presenter

[^] Weisman, H., & **Janardhanan, N. S.** [Title hidden to facilitate blind review process]
Academy of Management Meeting, 2020.

Janardhanan, N. S. & Schabram, K. Recognition of work-orientations.
Academy of Management Meeting, 2020.

[^] Spriha, Y. & **Janardhanan, N. S.** Gender identity and participation in inclusion initiatives.
INGRoup Conference, 2020.

Sahoo, M. B., ***Janardhanan, N. S.**, & Srinivas, E. S. Gendered perceptions of extra-role behaviors and team inclusion and exclusion.
INGRoup Conference, 2019. Lisbon, Portugal.

***Janardhanan, N. S.** Multiple identities and job insecurity amidst technological advancements.
Society for Personality and Social Psychology Conference, 2019. Portland, OR.

*Schölmerich, F., Isaakyan, S., & ****Janardhanan, N. S.** Diversity and voice in teams.
**Academy of Management Meeting*, 2017. Atlanta, GA.
***INGRoup Conference*, 2017. St. Louis, MS.

***Janardhanan, N. S.** & Martins, L. L. Manager influence on employee ideas.
Academy of Management Meeting, 2016. Anaheim, CA.

***Janardhanan, N. S.**, **Lombardi, S., & Han, S. TMT boundary spanning and decision-making.
***Academy of Management Meeting*, 2015. Vancouver, Canada.
**INGRoup Conference*, 2015. Pittsburgh, PA.
***European Academy of Management Meeting*, 2015. Warsaw, Poland.

- ***Janardhanan, N. S.** Employee voice behavior in teams.
Academy of Management Meeting, 2015, Vancouver, Canada. (With C. Bartel, E. Burris)
INGRoup Conference, July 2014, Raleigh, NC.
- ***Janardhanan, N. S.** & Lewis, K. Cross understanding in teams.
Organization Science Winter Conference, 2015, Park City, UT. (With Martins L. L.)
Academy of Management Meeting, 2014, Philadelphia, PA. (With Stevens C. K.)
INGroup Conference, 2014, Raleigh, North Carolina.
Strategic Management Society, 2014, Copenhagen, Denmark.
- Sinha, R., ***Janardhanan, N. S.**, & **Greer, L. L. Asymmetric conflicts in teams.
 ***International Association for Conflict Management*, 2014, Leiden, Netherlands.
 **Society for Industrial Organizational Psychology Conference*, 2013, Houston, TX.
 **Society for Personality and Social Psychology Conference*, 2013, New Orleans, LA.

INVITED PRESENTATIONS

| | |
|---|----------|
| Impact of manager sex on employee ideas (With Martins, L. L.) | 2019 |
| <i>Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands</i> | |
| <i>Groningen University, Groningen, Netherlands</i> | |
| <i>Judge Business School, University of Cambridge, Cambridge, United Kingdom</i> | |
| <i>Indian School of Business, Hyderabad, India</i> | |
| Manager identity prominence and managerial performance | 2017 |
| <i>Indian School of Business, Hyderabad, India</i> | |
| <i>University of Western Australia, Perth, Australia</i> | |
| <i>Hong Kong Baptist University, Hong Kong</i> | |
| <i>McGill University, Montreal, Canada</i> | |
| <i>London School of Economics, London, United Kingdom</i> | |
| <i>Hong Kong University of Science and Technology, Hong Kong</i> | |
| <i>City University of Hong Kong, Hong Kong</i> | |
| <i>ESSEC, Paris, France</i> | |
| <i>Bocconi University, Milan, Italy</i> | |

BOOK CHAPTERS, ARTICLES, AND OTHER MEDIA

- Sinha, R., **Janardhanan, N. S.**, Greer, L. L., Conlon, D. E., & Edwards, J. R. 2016. Skewed task conflicts in teams.
 Stanford Business: <https://www.gsb.stanford.edu/insights/do-you-have-contrarian-your-team>
 Business News Daily: <http://www.businessnewsdaily.com/8594-dissenting-voice-teamwork.html>
 People Matters: https://www.peoplesmatters.in/article/employee-engagement/dealing-devils-advocate-your-team-13358?utm_source=peoplesmatters&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

| | |
|---|-------------|
| London School of Economics and Political Science | London, UK |
| Organisational Behaviour (Global Masters in Management), LT '20 | - |
| Organisational Behaviour (MSc-Social Innovation & Entrepreneurship), MT '19 | 4.7/5.0 |
| Global Management Practice (Global Masters in Management, CEMS), LT '19 | 4.7/5.0 |
| <i>*Top-10 Teachers in the Department</i> | |
| Organisational Behaviour (MSc-Human Resources & Organisations) MT '18 | 4.7/5.0 |
| <i>*Top-10 Teachers in the Department</i> | |
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| University of Texas, McCombs School of Business | Austin, TX |
| Organizational Behavior (BBA), Summer '16 | 4.4/5.0 |
| Decision-making in teams (1 session – Houston-MBA), Spring '16 | - |
| | |
| National Institute for Construction Management & Research | Pune, India |
| Leadership & ethics (MS-Real Estate & Urban Infrastructure Management), '12 | - |

CORPORATE EXPERIENCE AND SERVICE

| | |
|--|---------|
| Dhan Foundation. Member, HR Advisory Council. Madurai, India | 2018-19 |
| 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 |