

Dr. Debjani Ghosh, Ph.D.

Professional Information

956-478-8076

Educational Qualifications

Ph.D. Human Resource Management and Organizational Behavior, 2013
Fakir Mohan University, India

M.B.A. Human Resource Management, 2003
Jaipuria Institute of Management, Lucknow, India

Academic employment

Lecturer , Department of Management, Vackar college of Business and Entrepreneurship,
University of Texas Rio Grande Valley. Spring -2023

Professional Experience

Assistant Professor, Human Resource Management, Indian Institute of Management Ranchi (IIM), India 1.8.2019- present.

Assistant Professor, Human Resource Management, Sunway University, Selangor, Malaysia. 26.2.2018- 25.2.2019.

Visiting Assistant professor, Human Resource Management, Graduate School of Management. Kyoto University, Kyoto, Japan (10.1.2018- 2020).

Visiting Assistant professor, Human Resource Management Capital University of Economics and Business (CUEB), Beijing, China (2018-2019).

Postdoctoral Fellow, Japan Society for Promotion of Science (JSPS) in the area of Human Resource Management at Kyoto University, Japan. 1.10.2016-7.10.2017.

Postdoctoral Fellow, Japan Society for Promotion of Science (JSPS) in the area of Human Resource Management at Osaka University, Japan. 8.10.2015-30.9.2016.

Associate Professor, Human Resource Management, KIIT School of Management, Bhubaneswar, India 1.1.2014-5.9.2015.

Assistant Professor, Human Resource Management, KIIT School of Management, Bhubaneswar, India 6.11. 2008- 31.12.2013.

Assistant Professor, Human Resource Management, Institute of Management & Information Science, Bhubaneswar, India 4.12. 2004-5.11. 2008.

Publications: Refereed

Ghosh, D., Sekiguchi, T& Fujimoto, Y. (2020). *Psychological detachment: a creativity perspective on the link between intrinsic motivation and employee engagement*. **Personnel Review**. 49 (9), 1789-1804. (ABDC- A)

Ghosh, D., Sekiguchi, T., & Gurunathan, L. (2017). Organizational embeddedness as a mediator between justice and in-role performance, *Journal of Business Research*, 75, 130-137. (ABDC- A)

Ghosh, D., & Gurunathan, L. (2015). Do Commitment Based Human Resource Practices Influence Job embeddedness and Intentions to Quit?, *IIMB Management Review*, 27 (4), 240-251. (ABDC- B)

Ghosh, D., & Gurunathan, L (2015). Job embeddedness: A ten-year literature review and proposed guidelines, *Global Business Review*, 16(5), 1-11. (ABDC- C)

Ghosh, D., & Gurunathan, L. (2014). Linking perceived corporate social responsibility and intention to quit: - The mediating role of job embeddedness, *Vision-The Journal of Business Perspective*, 18(3), 175-183. (ABDC- C)

CASES

Ghosh, D., & Mohapatra, A. (2013). Management of surplus manpower in power generation company. In Gupta, B., Mishra, S.,& Routray, S.(Eds.), *In resource book on case studies in business management: A global perspective* (pp.135-146). Anne publisher: New Delhi.

Ghosh, D., & Singh, A. (2011). Dexter engineering, *Journal of Case Research*, XIMB, 2 (1), 42-71.

Ghosh, D., & Pathak, D.D. (2009). Problem employee or potential employee. Reference No: 409-067-1 Case published by *European Case Clearing House, Cranfield*: United Kingdom

Teaching Experience

Indian Institute of Management, Ranchi, India

International Human Resource Management (9.9.2019- onwards)

Human Resource Management (14.12.2019- onwards).

Doctoral course- Recent Research Trends in Human Resource Management (2.6.2020- onwards)

Administrative Responsibilities

International Relations Committee- Chairperson

Sunway University, Malaysia

Organizational Behavior and Cultural Management (26.2.2018- 25.2.2019)

Organizational Behavior

Leadership and Organizational Behavior

Administrative Responsibilities

Research Committee Member

Kyoto School of Management, Japan (Visiting)

Organizational Behavior (10.1.2018- 2020)

Management Capital University of Economics and Business (CUEB) (HRM 16 -22 .7.2018)

(Visiting)

Human Resource Management

KIIT School of Management

Human Resource Management (11/2008- 9/2015)

Recruitment & Selection (6/2013- 9/2015)

Manpower Planning (12/2008- 9/2015)

Administrative Responsibilities

Member – Academic council – represented KIIT School of Management

Institute of Management & Information Science

Human Resource Management (4/2007-11/2008)

Manpower Planning (6/2007-11/2008)

Organizational Behavior (6/2007-11/2008)

Administrative Responsibilities

Member- Seminar Committee

Member-Business Day in charge

Manuscripts under R&R

Ghosh, D., Gonzalez, G., & Sekiguchi, T. (2021). Different feathers embedding together: integrating diversity and organizational embeddedness. **Journal of Management Studies**. (ABDC :A*, ABS-4)

Manuscripts under submission

Ghosh, D., Buss, M., & Shivhare, A (2022). *Does contingent reward leadership enhance or diminish team creativity? it depends on leader (Un)predictability*. **Applied Psychology: An International Review** (ABDC-A)

Manuscripts in Preparation

Ghosh, D., Gonzalez, G., van Knippenberg, D., & Rodriguez, A. *Inclusion Climates and Organizational Embeddedness: The moderating role of Ethnic Dissimilarity*. **Journal of Organizational and Occupational Psychology**. (ABS-4)

Ghosh, D., Gonzalez, G., & Rodriguez, A. *Gender and Religious Dissimilarity and Organizational Embeddedness: A Study of Goal interdependence and Cognitive diversity in Malaysia*. **International Journal of Human Resource Management**. (ABS-3)

Ghosh, D., & Kiazad, K., Cooper, B. The Dark side of Job Embeddedness and Its Impact on Performance. Target Journal: **European Journal of Work and Psychology** (ABS-3)

Ghosh, D., & Sekiguchi, T. *Examining the Impact of Organizational Context on Minority's (non-Japanese) Organizational Embeddedness: The Moderating Role of Cultural Intelligence*. Target Journal: **International Journal of Human Resource Management**. (ABS-3)

GhoshD., Sekiguchi, T. How Does Job Embeddedness Develops Over Time. Target Journal: **Academy of Management Review**.(ABS-4)

Conferences: Refereed

Ghosh, D., Gonzalez, J., & A, Rodriguez (2022). *Gender and Religious Diversity, Task-Related Team Attributes, and Organizational Embeddedness*, presented at 82nd Annual conference AOM, Seattle 5-9 August.

Ghosh, D., Gonzalez, J., & A, Rodriguez (2022). *Gender and Ethnic Dissimilarity and Organizational Embeddedness: A Study of Team Climates*, presented at 82nd Annual conference AOM, Seattle 5-9 August.

Ghosh, D., Buss, M., Kearney, E., & Shivhare, A (2021). *Does contingent reward leadership enhance or diminish team creativity? It depends on the leader unpredictability*. Paper presented at 81st Annual Conference Academy of Management (AOM), July 29- 4 August.

Ghosh, D. Gonzalez, G., & Sekiguchi, T. (2021). *Different feathers embedding together:*

integrating diversity and organizational embeddedness. Paper presented at Annual Conference Academy of International Business (AIB), June 28-July 2. **FIU/AIB Best Theory Paper Nomination**

Masaki, H., & Ghosh, D. (2020). *Do task characteristics enhance affective commitment? It depends on abusive supervision*. Academy of International Business Southeast Asia Regional Conference, Hong Kong, China 3-5, December.

Ghosh, D., Sekiguchi, T & Fujimoto, Y. (2019). *Psychological detachment: a creativity perspective on the link between intrinsic motivation and employee engagement*. Asian Academy of Management, Bali, Indonesia, 19-21, June.

Ghosh, D., & Sekiguchi, T. (2017). *The relationship between demographic diversity and organizational embeddedness*. Paper presented at Annual Conference Academy of Management (AOM), Atlanta, Georgia, USA, 4-8, August.

Ghosh, D., Sekiguchi, T. & Gurunathan, L. (2016). *Does organizational justice influence organization embeddedness?* Paper presented at the British Academy of Management (BAM), New Castle, UK, 6-8, September.

Ghosh, D., & Sekiguchi, T. (2016). *Retaining diverse employee talent through greater organizational embeddedness*. Paper presented at Annual Conference Academy of International Business (AIB), New Orleans, Louisiana, USA, 27-30, June.

Ghosh, D., & Gurunathan, L. (2016). *Linking distributive and procedural justice with in-role performance: The mediating role of organization embeddedness*. Paper presented at 2016 Management Theory and Practice Conference, Kyoto University-Japan, 3- 4, April.

Ghosh, D., & Gurunathan, L. (2013). *An empirical study on corporate social responsibility, intention to quit, and job embeddedness*. Paper presented at 3rd biennial conference of the Indian Academy of Management (IAM), Indian Institute of Management-Ahmedabad, India, 12-14, December.

Ghosh, D., & Gurunathan, L. (2012). *Why people stay in organisations: A review of present and future research directions on job embeddedness*. Paper presented at 12th International Human Resource Management Conference, MDI Gurgaon, India, 10-13 December.

Research Funding

Level 1-C research funding IIM- Ranchi (Amount Rs 5,00,000) for 18 months(2021-2022)
Japan society for promotion of Science (JSPS)- 15000 \$

Doctoral students

Harsh Singh Regd No ED 015-20

Animesh Prakash Reg.No ePh.D.21-12

Corporate Training Programs Conducted

Management Development Programme on Effective Delegation and Succession Management to Executive Managers Central Coalfields Limited, Ranchi, Jharkhand. 16/6/2021.

Faculty Development Programme on “How to teach Human Resource Management” to Tata Consultancy Services affiliated Engineering colleges. 2/ 7/2020, 13/7/2021

Management Development Programme on improving managerial effectiveness for middle level and developing managers Pudhu Vaazhvu Project, Chennai. 24.2.2014-1.3. 2014, 24.3.2014 -29. 3.2014, 31.4.2014-5.4.2014, 7.4.2014- 12.4. 2014, 5.5.2014-10.5. 2014, 12.5.2014-17.5. 2014.

MDP on defining agenda for change for National handloom development corporation 13.2.2014-15.2.2014.

Developing leadership excellence in organizations- Insights & perspectives for participants from Mahanadi Coal Fields Ltd. 8.10.2012- 9.10. 2012.

Driving individual and organizational change for participants from MS Swaminathan research foundation. 17.9.2012-22.9. 2012.

Was invited as a member of the interview panel by the Bank of India from 7.2.11- 10.2.11. Bhubaneswar.

Was invited as a member of the selection panel for designing the psychometric tests for Tripti (NGO organization), Bhubaneswar, in August 2011.

Awards

Ghosh, D. Gonzalez, G., & Sekiguchi, T. (2021). *Different feathers embedding together: integrating diversity and organizational embeddedness*. Paper presented at Annual Conference Academy of International Business (AIB), June 28-July 2. **FIU/AIB Best Theory Paper Nomination.**

Marie Sklodowska-Curie Actions Seal of Excellence (2018)

Review Experience

Personnel Review

Applied Psychology: An International Review

Business & Society

International Journal of Human Resource Management
IIMB Management Review
Management Research Review

Academic Affiliation

Member of Academy of Management
Member of Academy of International Business