

## PRERNA PANDA

PhD (OB & HRM), Indian Institute of Management Raipur, India 493661

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### EDUCATION

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**Ph.D.** 2019-2024

**Organizational Behavior and Human Resource Management**

Thesis title: *Determinants and Outcomes of Employee Resilience and Agility in the Indian Information Technology Sector*

Indian Institute of Management Raipur Raipur, India

**B. Tech, Electrical Engineering** 2015-2019

Veer Surendra Sai University of Technology, Burla, India Burla, India

Overall CGPA: 8.93/10

Jawahar Navodaya Vidyalaya, Goshala, Sambalpur, Odisha Odisha, India

92 % in 12<sup>th</sup> Board Examination 2013-2015

10 CGPA in 10<sup>th</sup> Board Examination 2007-2013

### RESEARCH INTERESTS

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**Applications:** Reverse mentoring, Abusive supervision, Toxic work environment

**Methods:** Structural equation modeling, Scenario-based experiments, Content analysis

### TEACHING EXPERIENCE

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**Indian Institute of Management Raipur**

*Teaching Assistant* July 2021 – December 2023

- Conducted literature review and data analysis
- Case study discussion for organizational transformation design and change course
- Assisted in grading, question design formulation, and provided feedback on assignments
- Assisted in designing course outline for Positive Psychology for Managers
- Assisted in Strategic Human Resource Management course for PGP-1
- Delivered lecture for EPGP HRM course on 'Toxic work environments'

### RESEARCH EXPERIENCE

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**Indian Institute of Management Raipur**

*Research Assistant* October 2019-March 2020

- Conducted systematic literature review
- Compiled scales used for study design

## **Indian Institute of Management Ahmedabad**

Research Assistant

January 2024-September 2024

- Providing research support on the project "Leadership Development Programme for Senior Executives."
- Literature review, conceptualization, research design, and data analysis

## **PEER-REVIEWED JOURNAL PUBLICATIONS**

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Panda, P. & Singh, P. (2024). Resilient and agile employees' pursuit of innovative performance and well-being: the role of job crafting. *Global Knowledge, Memory and Communication*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/GKMC-11-2023-0450> (ABDC-B)

## **BOOK CHAPTERS**

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Saini, D. & Panda, P. (2023). Rethinking Leadership in Public Sector Enterprises for Sustainability. In N. Baporikar (Ed.), *Leadership and Governance for Sustainability* (pp. 36-54). IGI Global. <https://doi.org/10.4018/978-1-6684-9711-1.ch003>

## **CONFERENCE PROCEEDINGS**

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Panda, P. & Singh, P. (2022). Organizational Virtuousness as a job resource for fostering work-related personal resources and work-wellbeing outcome in the context of digital transformation. *British Academy of Management Conference Proceedings*.

Panda, P., & Saini, D. (2021). A Qualitative exploration of challenges in leader-subordinate communication from the employee perspective. *MDIM Business Review*, 2(2), 59–69.

## **CONFERENCE PRESENTATIONS**

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Panda, P. "The Barriers Model of Abusive Supervision: Looking Inward to Look Forward" paper selected for presentation at the Dutch HRM network conference 2024, Erasmus University, Rotterdam. (Upcoming)

Panda, P. & Singh, P., "Examining a moderated mediation model of organizational virtuousness and subjective well-being," best paper presentation award at the 2nd International Conference on Positive Psychology by National Positive Psychology Association, India, April 2024.

Paper selected for presentation at European Group of Organizational Studies Colloquium, 2023.

Panda, P. & Singh, P., "Organizational Virtuousness and Work-Wellbeing Outcomes: Positive Affect as a Mediator," paper presented at the 1<sup>st</sup> International Conference on Positive Psychology by National Positive Psychology Association, India, March 2023.

Panda, P. & Singh, P., "Determinants of Work Outcomes Among Languishing Indian IT Employees," paper presented at Shaping the Future of Management Education for Sustainable

Emerging Economies (International) Conference jointly organized by Department of Management Studies, IIT Roorkee and Arizona State University, USA, November 2022.

Panda, P. & Singh, P., “Organizational Virtuosity as a job resource for fostering work-related personal resources and work-wellbeing outcome in the context of digital transformation,” paper presented at the British Academy of Management Conference, August 2022.

Panda, P. & Saini, D., “A Qualitative exploration of challenges in leader-subordinate communication from the employee perspective,” paper presented at the virtual doctoral colloquium, MDIM, India, 2021.

## **PROFESSIONAL DEVELOPMENT PROGRAMS**

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Ruhr Research Explorer Program	June 2024
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Winter school workshop conducted by Center for Research Excellence in Marketing (MICA CREM) on experimental research design and a review process workshop	December 2023
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Summer school on Uncertainty at work by ETH Zurich, Ascona	June 2023
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8-week NPTEL certification course on “The Science of Happiness and Wellbeing” organized by IIT Kharagpur	February -April 2023
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Coursera certification course on “Foundations of Positive Psychology Specialization” by the University of Pennsylvania	July 2021
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Udemy Online Course on “Certified Positive Psychology Practitioner: L1 [Accredited]”	2020
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## **HONORS & AWARDS**

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Best paper award at the 2nd International Conference on Positive Psychology, NPPA	2024
Elite certificate by NPTEL, India	2023
Travel bursary for attending Uncertainty summer school, ETH Zurich	2023
Best paper in the doctoral symposium, MDIM Conference, India	2021
Best Student Award by MCL, Burla, India	2013

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management Student Member	2022- 2023
British Academy of Management Student Member	2022-2023
National Positive Psychology Association - India	2021- Present

## **OTHER ROLES**

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- Organizing committee member, International Conference on Digital Economy, IIM Raipur – December 2019
- Organizing committee member and emcee, 11<sup>th</sup> Annual Convocation, IIM Raipur- June 2022

- Organizing committee member, 5<sup>th</sup> International Conference on Digital Economy, IIM Raipur – December 2022

## REFERENCES

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Dr. Pankaj Singh  
Indian Institute of Management Raipur, India  
Associate Professor, OB & HRM  
[psingh@iimraipur.ac.in](mailto:psingh@iimraipur.ac.in)

Dr. Promila Agarwal  
Indian Institute of Management Ahmedabad, India  
Associate Professor, HRM  
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Dr. M Kannadhasan  
Indian Institute of Management Raipur, India  
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