

Dr. Divya Tyagi

EDUCATION

Indian Institute of Management Indore, India	2022
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Doctor of Philosophy in Management

Topic: A Breach at the Line of Cleanliness: Understanding the influence of dirty workers' identity characteristics on their work and non-work lives

Dissertation Overview: A mixed-method study (qualitative study followed by three quantitative time-lagged studies) that establishes caste's impact on workers' lives in the context of dirty work

Jaypee Institute of Information Technology, India	2014
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Bachelor of Technology

Specialization: Information Technology

ACADEMIC APPOINTMENTS

Institute of Management Technology (IMT) Ghaziabad, India	2026–Present
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Assistant Professor (Organizational Behavior and Human Resource Management)

School of Management, University of Bath, United Kingdom	2024–2025
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Postdoctoral Researcher

Jindal School of Banking & Finance, O.P. Jindal Global University, India	2022–2024
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Assistant Professor (Organizational Behavior and Human Resource Management)

AWARDS AND HONOURS

- Best Accepted Paper (SIM Division), Academy of Management Conference 2025, Denmark.
- Finalist, Best Paper Award, 2nd Global Conference on Caste, Business & Society 2024, United Kingdom.
- Best Paper Award (Track), INDAM Conference 2024, India.
- Finalist, All-Academy Carolyn B. Dexter Award, Academy of Management Conference 2023, USA.
- Best Accepted Paper (SIM Division), Academy of Management Conference 2023, USA.
- Best Paper Award (Conference & Track), INDAM Conference 2023, India.
- Best Paper Award (Conference), IIMI-GIZ Germany Conference 2022, India.

PUBLICATIONS

- Soundararajan, V., Agarwal, P., & Tyagi, D. (2025). Remote Work and Reorganization of Household Infrastructure: Insights from the Indian Information Technology Industry. Published in **Journal of Economic Geography** (CABS 4; ABDC A)
- Dutta, D., Mishra, S. K., & Tyagi, D. (2022). Augmented employee voice and employee engagement using artificial intelligence-enabled chatbots: a field study. Published in the **International Journal of Human Resource Management** (CABS 3; ABDC A)
- Shukla, M., Tyagi, D., & Mishra, S. K. (2023). “You reap what you sow”: Unraveling the determinants of knowledge hoarding behavior using a three-wave study. Published in the **Journal of Knowledge Management** (CABS 2; ABDC A)
- Shukla, M., Tyagi, D., & Pandey, J. (2024). Safety “Works”: The Influence of Safety Coaching on Work Engagement. Published in **Management Decision**. (CABS 2; ABDC B)

PRACTITIONER PUBLICATION AND REPORT

- Tyagi, D., Agarwal, P., & Soundararajan, V. (2025). What is respect for workers in global supply chains: Voices of workers in garment exports. Available at: <https://embed-dignity.com/outputs/reports/>

NOTABLE CONFERENCES

- Tyagi, D., Shukla, M., Mishra, S. K., & Soundararajan, V. (2025, July). Is WFH Better for Males or Females? Deciphering the Linkage Between Fairness, Deprivation & Burnout. 85th Annual Meeting of the **Academy of Management**, Copenhagen, Denmark.
- Agarwal, P., Tyagi, D., & Soundararajan, V. (2025, July). Theorizing ‘Bilateral Violence’: A Case of Local and Migrant Workers in Garment GSCs in India. 85th Annual Meeting of the **Academy of Management**, Copenhagen, Denmark.
- Tyagi, D., Mishra, S. K., & Soundararajan, V. (2025, July). Purity Work: Deciphering how privilege is maintained in the context of dirty work. 41st **European Group for Organizational Studies (EGOS)** Colloquium, Athens, Greece.
- Tyagi, D. Shukla, M., & Mishra, S. K. (2024, July). Are your employees burning out even while working from home? Deciphering the antecedents of burnout using two

time-lagged studies. 40th **European Group for Organizational Studies (EGOS)** Colloquium, Milan, Italy.

- Tyagi, D. & Mishra, S. K. (2024, June). Dirty workers' work and non-work-related outcomes through the lens of caste. **2nd Global Conference on Caste, Business & Society**, Bath, United Kingdom.
- Tyagi, D. & Shukla, M. (2024, January). Working from home, but burned out? Examining the role of overall fairness and relative deprivation as predictors of burnout using two time-lagged studies. **Indian Academy of Management**, Goa, India.
- Tyagi, D. & Mishra, S.K. (2023, July). The Caste-Dirt Conundrum: Decoding Caste's Impact on Dirty Workers' Experiences & Response to Stigma. 83rd Annual Meeting of the **Academy of Management**, Boston, USA.
- Shukla, M., Tyagi, D., & Pandey, J. (2023, January). Understanding the spill-over effect of safety coaching on work engagement: A three-wave study. **Indian Academy of Management**, Mumbai, India.
- Shukla, M., Tyagi, D., & Pandey, J. (2022, August). Can Safety Initiatives Do More? Examining the impact of safety coaching on work-related outcomes. 82nd Annual Meeting of the **Academy of Management**, Washington, USA.
- Tyagi, D., Shukla, M., & Pandey, J. (2022, August). Playing the Dignity Roulette: Deciphering Academic Dignity from the Perspective of Doctoral Scholars. 82nd Annual Meeting of the **Academy of Management**, Washington, USA.
- Tyagi, D., & Mishra, S. K. (2022, July). Too Clean to Do the Dirty Work: Understanding the Influence of Dirty Workers' Caste on their Work and Non-Work Lives. 38th **European Group for Organizational Studies (EGOS)** Colloquium, Vienna, Austria.
- Shukla, M., & Tyagi, D. (2022, April). Being on a foreign land amid the COVID-19 pandemic: Examining the expatriates' experiences during the pandemic and reconsidering the tenets of the push-pull theory. **IIM Indore-GIZ Germany Conference 2022**, IIM Indore, India.
- Tyagi, D., & Mishra, S. K. (2021, July-August). Caste dynamics: Dirty workers' identity characteristics and their work and non-work lives. 81st Annual Meeting of the **Academy of Management**, Pennsylvania, USA.

- Shukla, M., & Tyagi, D. (2021, July-August). A push from host and a pull from home, is that all? Revisiting the push-pull theory amid COVID-19. 81st Annual Meeting of the **Academy of Management**, Pennsylvania, USA.
- Tyagi, D., Shukla, M., & Pandey, J. (2021, July). The ‘last bell’ for some, ‘zoom call’ for the others: Using the school from home practice to understand the linkages between organizational actions and social inequalities. 37th **European Group for Organizational Studies (EGOS)** Colloquium, Amsterdam, Netherlands.
- Shukla, M., Tyagi, D., & Pandey, J. (2020, July). ‘I publish, therefore I am’: Decoding the episteme of publications from the perspective of Indian management scholars. 36th **European Group for Organizational Studies (EGOS)** Colloquium, Hamburg, Germany.

INDUSTRY EXPERIENCE

Infosys Limited

2014–2017

Senior Systems Engineer

- Worked in the Finacle business unit as a software developer for the client, Discover Financial Services, USA
- Developed and deployed the Personal and Student Loan online banking solutions

POSITIONS OF RESPONSIBILITY

- Reviewer for Personnel Review, Academy of Management, European Academy of Management, & Indian Academy of Management
- Member, Office of Student Welfare, Jindal School of Banking & Finance, O. P. Jindal Global University (2022–2024)
- Member, Office of Industry Interface, Jindal School of Banking & Finance, O. P. Jindal Global University (2022–2024)
- Track Chair, OB & HRM Track, 12th Conference on Excellence in Research and Education (CERE), IIM Indore (June 2022)
- Member, FPM Career Development Committee, IIM Indore (2018–2019)
- Cultural Committee Representative, IIM Indore (2018–2019)
- Organizing Committee Member, 9th CERE, IIM Indore (May 2018)
- Member, Child Rights and You (CRY), Delhi and NCR (July 2013–December 2013)