

Farhat Haque

Contact Information

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EDUCATIONAL QUALIFICATIONS

XLRI – Xavier School of Management, Jamshedpur, India

PhD (Fellow), Human Resource Management area (2020-2025)

Thesis Title: Three essays exploring the significance of leadership in fostering inclusion within the workplace.

Jamia Millia Islamia, New Delhi, India

Post-graduation in Human Resource Management (2014-2016); First division with distinction

Jamia Millia Islamia, New Delhi, India

Bachelors of Honors – Economics (2011-2014); First division

PUBLICATIONS

Hassan, Y., **Haque, F.**, Pereira, V. (2025). Talent Resilience Through Knowledge Collaboration Dynamics-Unveiling the Dynamics of Psychological Contract. *Journal of Managerial Psychology*. (ABS-3, ABDC-B) Accepted (in Press)

Haque, F., Sarkar, A., Raj, A., Kumar, P., & Foropon, C. R. (2024). Can Inclusive Leadership Foster Flexible Workplaces? A Comprehensive Review and Analysis. *Global Journal of Flexible Systems Management*, 1-58. (ABDC- A, SJR-Q1)

Haque, F. (2024). Retention of tech employees in India: lessons from the extant literature. *The Learning Organization*. (ABDC- C, SJR- Q2)

Haque, F., & Dard, A. R. (2023). New Face of Job Quality Challenge in India: Gig Worker Studies. *Journal of Indonesian Applied Economics*, 11(1), 101-109. (DOAJ indexed)

Andalusia, B., Suranto, S., & **Haque, F.** (2024). Exploring the Success of Implementing Project-Based Learning Model in Accounting Learning Material. *Jurnal Paedagogy*, 11(2), 238-251. (DOAJ indexed)

WORKING PAPERS

- Performance Appraisal in the Era of Remote and Hybrid work: A Two-Nation Study in Poland and the USA (under review in ABDC- A)
- Can union support and inclusive leadership impact job performance of employees by developing trust in management? (under review in ABDC-A)
- Signals and Sensemaking: How Employees Perceive and Engage with Generative AI (work in progress)
- Too Fragile to be a Woman, Too Brave to be a Leader: Can Inclusivity be a Privilege for some Leaders? (work in progress)
- From the Fear of Abandonment to Financial Independence: the case of intersex employees in India (work in progress)
- Gig by force or Gig by choice: A Study depicting Flexibility aspects of Gig workers and individual Consultants (work in progress)

CONFERENCE PROCEEDINGS

- **Haque, F. (Author and Presenter)**, Sarkar, A., Raj, A., & Kumar, P. (2024). Tracing inclusive leadership: A systematic literature review and recommendations for future research. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 13974). Chicago, Illinois, United States. (August 2024) Academy of Management.
- **Haque et al., (2024)**. *Can union support and inclusive leadership impact job performance of employees by developing trust in management?* selected for BAM (**British Academy of Management**)- September 2024.
- **Haque, F. (Author and Presenter)**, Singh, S., and Das, D. (2024). *Issues in Work-Family Integration: Key Lever for Employee Experience at INDAM* National Conference, Goa- 2024
- **Haque, F. (Author and Presenter)**, (2024). *Job aspects of Platform, and Gig Workers at the Doctoral Colloquium*, XLRI Jamshedpur- 2024.
- **Haque, F. (Author and Presenter)**, (2024). *Gig workers* at International Industrial Relations Conference, organized by XLRI and Leeds University Business School and Friedrich Ebert Stiftung, 2024.
- **Haque, F. (Author and Presenter)**, (2023). *Job Quality of Gig Workers at Brawijaya* International Conference on Economics, Business & Finance, Selcuk Universitesi- 2023. Got the **best presenter award**

BOOK CHAPTER

- Digital Economics Innovation: Theory and Practice
- ISBN-13: 9798872341789

RECOGNITIONS AND MEMBERSHIPS

- UGC NET (HRM) (Lectureship qualification exam in India)
- Member of the Academy of Management.

UNIVERSITY/ TEACHING SERVICES

- **Resource Person for a lecture series** at the Department of Economics, Faculty of Economics and Business, Brawijaya, University, Indonesia, on Gig work: An opportunity or Challenge.
- **Teaching Assistant for Human Resource Planning (HRPXHA 23-5)**. With Prof. Anita Sarkar for a period of three months. XLRI- Xavier School of Management, Jamshedpur, India
- **Teaching Assistant for Behavioural Economics (BEEMBJ23-6)**. With Prof. Sumit Sarkar for a period of three months. XLRI- Xavier School of Management, Jamshedpur, India
- **International resource person** for Bank Accounting Course at Accounting Education Study Program, Faculty of Teaching Training and Education, Universitas Muhammadiyah Surakarta, Indonesia.
- **Assistant Professor (Guest)** at Jamia Millia Islamia, for an academic year (2018-2019). Taught post graduate level management students along with other administrative responsibilities.
- **Facilitated a hands-on workshop** on Statistical Package for Social Sciences (SPSS) for the post graduate level students of the management program, Jamia Millia Islamia.

- **Research Assistant** at Jamia Millia Islamia for a research project involving secondary data collection. **Research Intern** at **IIM Calcutta** assisted Prof. Randhir Kumar in research related activities (3 months in 2018).
- **Research Intern** at the Department of Management Studies, **IIT Delhi** (assisted Strategy area Professors in research related activities 6 months) August 2016-Jan 2017.

COURSES UNDERTAKEN

- **Management Concepts and Principles (4 credit course)** - M.A. (HRM) Students, Jamia Millia Islamia
- **Skill Development Paper (Conflict Management, Conflict Resolution skills) (4 credit course)** - M.A. (HRM) Students, Jamia Millia Islamia
- **Human Resource and Talent Management (CBCS)**- Masters level students from multiple departments, Jamia Millia Islamia

PROFESSIONAL EXPERIENCE (HR Intern)

- **Bata India Ltd**, Faridabad, 2015 (June) 2015 (August),
- **Manya Education Pvt. Ltd.**, New Delhi, 2016 (Feb) 2016 (April)

REFERENCES

Prof. Anita Sarkar

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XLRI- Xavier school of management, Jamshedpur, India
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Prof. Arjun Mitra

Assistant Professor, HR, and Organizational Behavior area
California State University, Los Angeles, USA
 Email: amitra@calstatela.edu
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Prof. Murad Mithani

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