

Poonam Barhoi

Assistant Professor, HRM

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EDUCATION

- Ph.D. in Organizational Behaviour and Human Resource Management from IIM Indore (2019-2023).
- MBA from Tezpur Central University (2013-2015)
- B.Com (Hons) from Gauhati University (2010-2013)

ACHIEVEMENTS

- Best Doctoral Student Paper Award from the Critical Management Studies (CMS) division of Academy of Management (AOM) 2023.
- Best Paper nomination in Organization and Management Theories, Critical Management Studies track of Indian Academy of Management (INDAM) 2022 conference.
- International Travel Grant received from Indian Council of Social Science Research (ICSSR) to present my thesis work at the Academy of Management (AOM) 2023.
- Doctoral student scholarship from the Diversity, Equality, and Inclusion (DEI) division to participate and present papers at the Academy of Management 2023 Conference.
- Doctoral student scholarship from the Critical Management Studies (CMS) division to participate and present papers at the Academy of Management 2022 Conference.
- Doctoral student scholarship from the Gender and Diversity in Organizations (GDO) division to participate at the Academy of Management 2021 Conference.
- Fellowship from Action to Improve Representation (AIR) fellowship 2022-23.
- Fellowship from India Fellow Social Leadership Program in 2016.
- UGC NET in Management, 2015.

PRIOR PH.D. WORK EXPERIENCE

- Professional Assistance for Development Action (PRADAN) (August 2017— June 2019)
Position: Executive and Development Apprentice, Location: Jharkhand.
Responsibilities: Implementation of development projects related to livelihood and gender equality.
- Dhriiti-The Courage Within NGO (August 2016— July 2017)

Position: India Fellow (I was working with Dhriiti as part of India Fellow fellowship),
Location: New Delhi.

Responsibilities: Coordination of incubation program and women entrepreneurship projects.

- St. Xavier's College, Tezpur (July 2015— June 2016)

Position: Assistant Professor of Commerce and Management

Responsibilities: Teaching courses on general management and entrepreneurship to B.Com students.

PAPER PUBLICATION

- Barhoi, P., & Dayal, S. (2023). Adivasi women temporary workers in tea gardens and the Covid-19 pandemic. *Equality, Diversity and Inclusion*. (ABDC-B Category). DOI: 10.1108/EDI-12-2022-0333

INTERNATIONAL CONFERENCES (PAPER PRESENTED)

- Barhoi, P., Namburidi, R., & Thomas, N. (2023). "Gender-Based Violence in India and Feminist Organizing of Women's Court's Work for Its Prevention". Presented at the Academy of Management 2023 under Critical Management Studies (CMS) Division (4-8 August). The paper received the Best Doctoral Student Paper award from CMS Division.
- Barhoi, P. (2022). "Missing Voices of Adivasi Women Temporary Workers in Tea Gardens and the Covid-19 Pandemic". Presented at the Academy of Management 2022 (5-9 August, 2022) under Gender and Diversity in Organizations (GDO) division.
- Barhoi, P. (2022). "Women Temporary Workers in Tea Gardens and the Covid-19 Pandemic: A Postcolonial Study". Presented at the British Academy of Management 2022, Manchester (31 August- 2 September, 2022) under Gender in Management Track.
- Barhoi, P. (2022). "Trust and Vulnerability in Organizations in the Gig Economy". Presented at the British Academy of Management 2022, Manchester (31 August- 2 September, 2022) under Organizational Psychology Track.
- Barhoi, P. & Nambudiri, R. (2022). "Exploring Challenges in Gender-Based Violence Prevention Work". Presented at the Gender, Work & Organization Conference 2022, Bogota (22-24 June, 2022).
- Barhoi, P. (2022). "Exploring Challenges in Gender-Based Violence Prevention Work and Restorative Justice Approach for Gender Justice". Presented at the colloquium (21 June, 2022) of the Gender, Work & Organization Conference 2022.
- Barhoi, P., Pathak, M., & Namburidi, R., (2023). "Liminality of Professional & Caregiving Identity in Women Professionals of Rural Development Sector".

Presented at the Gender, Work & Organization 2023 Conference (28-30 June) by my co-author Manan T. Pathak.

NATIONAL CONFERENCES (PAPER PRESENTED)

- Barhoi, P. (2023). “Contestation of Social Responsibility of Organizations and Perspectives of the Marginalized Groups”. In Proceedings of the 18th Doctoral Conference in Management Conference of ANVESH 2023. (p. 15). Ahmedabad: NIRMA University.
- Barhoi, P. (2022). “Diversity Friendly Human Resource Management Practices: A Comparative Study of Public Vs. Private Organizations”. In Proceedings of the 7th Biennial Conference of INDAM 2022 on Triple Bottom Line. Developing business resilience, ecological sustainability and social well-being in post-pandemic world. (p. 29). Rohtak: IIM Rohtak. (ISBN: 978-93-5593-772-8)
- Barhoi, P. (2022). “Understanding Organizational Responses to the Covid-19 Crisis: A Discussion from The Lens of Organizational Theories”. In Proceedings of the 7th Biennial Conference of INDAM 2022 on Triple Bottom Line. Developing business resilience, ecological sustainability and social well-being in post-pandemic world. (p. 39). Rohtak: IIM Rohtak. (ISBN: 978-93-5593-772-8) – nominated as Best Paper in the track.
- Barhoi, P. & Jain, K.K. (2022). “Organizational Learning and Creation of New Knowledge During the Covid19 Pandemic”. In Proceedings of the 9 th International Conference- Positive psychology and modern organizations: western and oriental approaches (pp. 134-149). Mumbai: K J Somaiya Institute of Management (ISBN: 978-81-951906-9-0).

COURSES AND CERTIFICATIONS

- Certificate Course on Prevention of Sexual Harassment of Women at the Workplace for Internal Complaints Committee Members of IIM Indore, conducted by PoshSystems (June, 2022).
- Certificate Course on Sexuality, Gender and Right Institute, conducted by CREA, New Delhi (December, 2018)