

**Name: Richa Saxena**  
**Designation:** Assistant Professor  
**Area:** HR & OB  
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### **Education**

- Fellow Program in Management from IIM Ahmedabad
- MBA from Institute of Management Studies, Devi Ahilya Vishwa Vidyalaya, Indore

### **Courses Offered**

#### **A. Post Graduate:**

- Business Ethics
- Contemporary Issues in Management through Films
- Fostering and Leveraging Diverse & Inclusive Workplace
- Human Resource Management
- Leadership
- Leading and Developing High-Performance Work Teams
- Organizational Behaviour
- Organizational Design & Dynamics
- Personal Growth Lab
- Qualitative Research: Theory and Applications
- Training and Development for Better Performance

#### **B. Doctoral Program**

- Advance Research Methods-Qualitative Research
- Advanced Course on Human Resource Development

#### **C. Executive Education:**

- Organizational Behaviour
- Qualitative Research: Theory and Applications
- Strategic HRM & International HRM

### **Research Interests**

- Issues related to Contemporary Careers
- Career Success
- Gender Issues in Management
- Diversity
- Change Management
- Learning & Organizational Development.

### **Research and Publications**

#### **Research papers published in peer-reviewed journals:**

- Saxena, R. (2020). Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behavior. *Human Resource Management Journal*, Vol. 30(3), 365-391. (With 5C peers)
- Saxena, R. (2020). *Career success schemas and their contextual embeddedness: A comparative configurational perspective*. *Human Resource Management Journal*, Vol. 30(3), 422-440. (With 5C peers)
- Saxena, R. (2019). *Proactive career behaviors and subjective career success: The moderating role of national culture*. *Journal of Organizational Behavior*, Vol.40 (1), 105-122. (With 5C peers)

**The paper was amongst the top 10% most downloaded papers of the published between January 2018 and December 2019.**

- Saxena, R. (2018). *Does distance matter? A study of married Indian women professionals staying away from families to pursue higher studies*. Journal of Education and Work, Vol.31 (2), 159-174. (With D. Bhatnagar)
- Saxena, R. (2017). *Muddling through the passage of qualitative research: Experiences of a novice researcher*. Vision: The Journal of Business Perspective, Vol. 21 (3), 314-322.
- Saxena R. (2016). *Issues in measuring impact of a skill-building initiative for informal sector: A case of Nirman*. Decision, Vol 43(4), refereed journal of Indian Institute of Management, Calcutta. (With Abhishek)
- Saxena, R. (2015). *Realigning business strategy to cater to Customers with Disability (CwD) in the Indian context*. Vikalpa: The Journal for Decision Makers, Vol. 40(2), refereed journal of Indian Institute of Management, Ahmedabad. (With Abhishek)
- Saxena, R. (2011). *Voice or neglect: Understanding employee behavior in two multinational corporations*. Indore Management Journal, Vol. 3(1), refereed journal of Indian Institute of Management, Indore. (With S.K. Mishra)
- Saxena, R. (2009). *Gendered career patterns within dual career couples*. Article published in the Colloquium on 'Gender and Workplace Experience' in Vikalpa: The Journal for Decision Makers, Vol. 34(4), refereed journal of Indian Institute of Management, Ahmedabad. (With D. Bhatnagar)

#### **Book Chapter:**

- Saxena, R.(forthcoming). *"Influence of Artificial Intelligence over the Work, People and the Firm: A Multi-industry Perspective."* In P.Kumar, A.Agarwal, & P. Budhwar (eds.). Human & Technological Resource Management (HTRM): New Insights into Revolution 4.0, an Emerald publication. (With Y.Kumar)
- Saxena R. (2020). *"Farmers' Producer Organization (FPO) of Kaushalya Foundation: Enabling Social Inclusion of Women Through Technology."* In L. Poonamallee, J. Scillitoe, & S.Joy (eds) Socio-Tech Innovation. Palgrave Macmillan, Cham. (With Abhishek & R. Kumari)  
**The case received the award worth \$1000 for best case in the book by the Publishers and Editors.**
- Saxena, R. (2019). *"Shifting Landscapes of Diversity in India: New Meaning or a Contextual Shift?"* In A. Georgiadou, M.A. Gonzalez-Perez, & M.R. Olivas-Lujan (eds.) Diversity within Diversity Management: Country-based Perspectives. In Advanced Series in Management, Volume 21, 305-330. Emerald Publishing Ltd. (With V. Singh)

#### **Case and Teaching Notes:**

- Teaching case- *Nirman: A skill building initiative for semi-skilled workers in informal sector* (Case No. RJMC0032), registered with Indian Institute of Management, Ahmedabad. (With Abhishek).
- Teaching note for the case- *Nirman: A skill building initiative for semi-skilled workers in informal sector* (T.N. No. RJMC0032TN), registered with Indian Institute of Management, Ahmedabad. (With Abhishek)
- Teaching note for the case- *The Odyssey of Savita and Krishna* (T.N. No. OB0213TN), registered with Indian Institute of Management, Ahmedabad. (With N. Vohra & D. Bhatnagar)

**Book Review:**

- Saxena, R. (2013). Review of *Lean In: Women, Work, and the Will to Lead* – a book by Sheryl Sandberg. Vikalpa, Vol. 38(4), refereed journal of Indian Institute of Management, Ahmedabad

**Working Papers:**

- *Soaring on wings of aspiration and support: A study of married Indian women professionals staying away from families to pursue higher studies* (W.P. NO. 2013-10-04). Working paper registered with Indian Institute of Management, Ahmedabad. (With D. Bhatnagar)
- *Methods for the study of downsizing: A review* (W.P. NO. 2006-12-01). Working paper registered with Indian Institute of Management, Ahmedabad.

**Electronic Blog:**

- Saxena, R. (2019). *Return to studies: Motivators and challenges for women professionals in India* published on April 28, 2019 in <https://5c.careers/2019/04/28/return-to-studies-motivators-and-challenges-for-women-professionals-in-india/>

**Select Conference Papers:**

- Saxena R. (2020). *Challenges in gender inclusion through community based collective action: A case of Farmers' Producer Organization (FPO) of Kaushalya Foundation*. Paper presented in 6<sup>th</sup> Biennial Indian Academy of Management Conference organized by IIM, Trichy, January 2020. (Co-authored)
- Saxena, R. (2019). *Experts as editors of career success schemas: A multi-country study*. Presented in the symposium "Comparing careers across countries: New scholarship and directions" at Academy of Management, Boston, USA, August 2019. (Co-authored)  
The symposium was conferred with *Best International Symposium Award 2019* in the Academy.
- Saxena, R. (2019). *Section 377 and India: Beyond the binary*. Discussant in the panel discussion "Diversity within diversity management" in Academy of International Business (AIB) Annual Conference, Copenhagen, June 2019. (Co-authored)
- Saxena, R. (2017). *Trust, individual well-being and Organizational Citizenship Behavior (OCB) of employees: A conceptual note*. Paper presented in 5<sup>th</sup> Biennial Indian Academy of Management Conference organized by IIM, Indore, December 2017.
- Saxena, R. (2017). *Exploring career success via Island Analysis*. Paper accepted for presentation in 33<sup>rd</sup> EGOS Colloquium, Copenhagen, July 2017. (Co-authored)
- Saxena, R. (2017). *Minding the Gap (s): Development and Validation of a Cross-Cultural Measure of Subjective Career Success*. Paper accepted for presentation in 3<sup>rd</sup> Global Conference on International Human Resource Management, New York City, May 2017. (Co-authored)
- Saxena, R. (2016). *Views on career success across the globe. First steps towards a world map of Career Success*. Paper presented at the annual meeting of Academy of Management, Anaheim, California, August 2016. (Co-authored)
- Saxena, R. (2014). *A cross culturally generated measure of perceived career success: Results of a three-stage study*. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA, August 2014. (Co-authored)
- Saxena, R. (2014). *Soaring on wings of aspiration and support: A study of married Indian women professionals staying away from families to pursue higher studies*. Paper presented in the Work and Family Researchers Network (WFRN) Conference, New York City. (Co-authored)

- Saxena, R. (2009). *Understanding voice and neglect behavior from organizational identification perspective: A Study of Two MNEs in India*. Paper presented in Inaugural Conference of Indian Academy of Management (IAoM), XLRI, Jamshedpur. (Co-authored)
- Saxena, R. (2008). *Top management's imperative on trust during post-acquisition implementation phase: A case from India*. Paper presented in India Special Conference of Strategic Management Society (SMS) 'Emerging India: Strategic Innovation in a Flat World', Indian School of Business, Hyderabad. (Co-authored)
- Saxena, R. (2008). *Impact of Cultural Fit over the Organizational Performance in the Post-acquisition Phase: A Case of a Medium-sized Manufacturing MNC in India*. Paper presented in the 24<sup>th</sup> EGOS Colloquium 'Upsetting Organizations' in Sub-theme 21: 'Organizations on the Move, and Related Cultural Dynamics', Amsterdam. (Co-authored)
- Saxena, R. (2007). *Home-coming of Talents: The 'Brain Gain' Phenomenon in India*. Paper presented in the conference of Asia Pacific Researchers in Organization Studies (APROS 12), Management Development Institute, Gurgaon.
- Saxena, R. (2007). *Suitability of Network Organizational Form for ITES Organizations: From Multiple Theoretical Perspectives*. Paper presented in the conference of Asia Pacific Researchers in Organization Studies (APROS 12), Management Development Institute, Gurgaon.

### **Management Development Programs**

- Leadership Excellence for Airport Professionals (LEAP) for Executives of GMR-DIAL
- Leadership Development Program for Women Executives of MECON Ltd.
- Sales Leadership program for General Managers of Maruti
- Managing Organizational Change for Middle Managers of NHPC
- Leading Customer Experience for Quality Managers of Nexa
- Service Excellence Programs for Customer Care Managers of Maruti Suzuki Ltd.
- General Management Program for Middle Managers of Airport Authority of India Ltd.
- Future Leaders Program for Middle Managers of Hero
- Executive Development workshops in Reliance Infrastructure Ltd.
- Conducted a one-day HR Training Workshop "*SEWA-Bagh-e-Zanana Afghanistan Training*" supported by Ministry of Commerce, Government of India and implemented through SEWA Gram Mahila Haat, Ahmedabad
- Conducted a one-day HR Workshop for MBA Students of B.K.School of Business Management, Gujarat University, Ahmedabad

### **Academic Experience**

1. Assistant Professor, IMT Ghaziabad (2017-till date)
2. Adjunct / Visiting Faculty at:
  - Entrepreneurship Development Institute of India (EDI), Gandhinagar
  - IIM Amritsar
  - IIM Indore
  - IIM Kozhikode
  - IIM Ranchi
  - Institute of Rural Management, Anand (IRMA)
  - National Institute of Agricultural Extension Management (MANAGE), Hyderabad
  - National Institute of Design (NID), Gandhinagar
  - TAPMI, Manipal

### **Professional Experience**

- Senior Manager (Learning & Organizational Development Initiatives) at Reliance Infrastructure Ltd.

### **Accreditation**

- Certified in Psychometric Instrument **Myers & Briggs Type Indicator (MBTI)**
- Certified in Psychometric Instrument **Fundamental Interpersonal Relationship Orientation (FIRO-B)**
- **Harvard-IIMA Case Teaching Seminar** conducted jointly by Harvard Business School and IIM Ahmedabad
- *ADEPT-15 (ADaptive Employee Personality Test)* certified by Aon Hewitt.

### **Part-time & Consulting Engagements**

- Empaneled as **Assessor** with **Aon Services India Pvt. Ltd.** Key client organizations served are from IT Sector, Financial Sector, Insurance Sector, Pharmaceutical Industry and a large conglomerate from a SAARC country.
- As a **Pro-bono Consultant** assisted a Pune-based Business Intelligence SME **PharmaForce Reports Pvt. Ltd.** (Indian subsidiary of US-based MNC PharmaForce International Inc.) in developing their Human Resources policies and the HR Policy Manual.