

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
- Review of the Literature

C. Executive MBA:

- 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:

- Briscoe, J.,...**Saxena, R.**, ...Zikic, J. (2021). Here, there, & everywhere: Development and validation of a cross-culturally representative measure of Subjective Career Success. *Journal of Vocational Behavior*.130, Article 103612. (With 5C peers)
- Andresen, M., ...**Saxena, R.**,... Zikic, J. (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*, 30(3), 365-391. (With 5C peers)
- Kase, R., ...**Saxena, R.**, ...Zhangfeng, F. (2020). Career success schemas and their contextual embeddedness: A comparative configurational perspective. *Human Resource Management Journal*, 30(3), 422-440. (With 5C peers)

- Smale, A., ... **Saxena, R.**, ... Zikic, J. (2019). Proactive career behaviors and subjective career success: The moderating role of national culture. *Journal of Organizational Behavior*, 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.**, & Bhatnagar, D. (2018). Does distance matter? A study of married Indian women professionals staying away from families to pursue higher studies. *Journal of Education and Work*, 31 (2), 159-174.
- **Saxena, R.** (2017). Muddling through the passage of qualitative research: Experiences of a novice researcher. *Vision: The Journal of Business Perspective*, 21 (3), 314-322.
- Abhishek, & **Saxena R.** (2016). Issues in measuring impact of a skill-building initiative for informal sector: A case of Nirman. *Decision*, 43(4), refereed journal of Indian Institute of Management, Calcutta.
- Abhishek, & **Saxena, R.** (2015). Realigning business strategy to cater to Customers with Disability (CwD) in the Indian context. *Vikalpa: The Journal for Decision Makers*, 40(2), refereed journal of Indian Institute of Management, Ahmedabad.
- Mishra, S.K., & **Saxena, R.** (2011). Voice or neglect: Understanding employee behavior in two multinational corporations. *Indore Management Journal*, 3(1), refereed journal of Indian Institute of Management, Indore.
- Bhatnagar, D., & **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*, 34(4), refereed journal of Indian Institute of Management, Ahmedabad.

Book Chapter:

- Saxena, R.(2021). "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)

Management Cases and Teaching Notes:

- **Saxena, R.**, Popli, S., & Abhishek. (2021). "Service experience at Passport Seva Kendra". in *Vikalpa: The Journal for Decision Makers*, 46(4).
- Patra, Y., **Saxena, R.**, & Sharma, S. (2021). *HCL Technologies: Leveraging Technology for Talent Acquisition Transformation* (Case No.: IIMA/HRM0250), registered with Case Centre of Indian Institute of Management, Ahmedabad.
- Patra, Y., **Saxena, R.**, & Sharma, S. (2021). *HCL Technologies: Leveraging Technology for Talent Acquisition Transformation* (T.N. No.: IIMA/HRM0250TN), registered with Case Centre of Indian Institute of Management, Ahmedabad.

- Abhishek & **Saxena, R.** (2014). *Nirman: A skill building initiative for semi-skilled workers in informal sector* (Case No. RJMC0032), registered with Indian Institute of Management, Ahmedabad.
- Abhishek & **Saxena, R.** (2014). *Nirman: A skill building initiative for semi-skilled workers in informal sector* (T.N. No. RJMC0032TN), registered with Indian Institute of Management, Ahmedabad.
- **Saxena, R.**, Vohra, N., & Bhatnagar, D. (2013). Teaching note for the case- *The Odyssey of Savita and Krishna* (T.N. No. OB0213TN), registered with Indian Institute of Management, Ahmedabad.

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.

Popular Media:

- Saxena, R. (2021). New-age skills for a successful career in Management published on September 24, 2021 in *Business World Education*. <http://bweducation.businessworld.in/article/New-Age-Skills-For-A-Successful-Career-In-Management/24-09-2021-405894/>

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 6th 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 5th 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 33rd 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 3rd 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 24th 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

- Live sessions on "Leadership in Industrial Revolution 4.0" through technology platform partnered with UpGrad
- Modules on "HR for non-HR" through technology platform partnered with UpGrad
- Modules on *Organizational Behavior* and *Human Resource Management* through technology platform partnered with UpGrad
- 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

Invited Guest Session

- Session on “*Journey of a Qualitative Researcher*” for Part-time PhD Students of Jindal Global Business School (JGBS)

Panel Discussion

- Invited as a panelist for discussion on the topic “***Going forward from social impact to social justice: Can technology help?***” organized jointly by Milano School of Policy, Management, and Environment at The New School, New York and Indian Institute of Management, Kozhikode (Oct 20, 2021)

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.

Editorial Service

- Editorial Board Member (Associate Editor)- South Asian Journal of Human Resources Management (SAJHRM), Sage Publication

Accreditations

- 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.