

Curriculum Vitae

Dr. Subhendu Patnaik

PhD, MBA (Cardiff University, UK)

Assistant Professor

IMT Ghaziabad, NCR, Delhi

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PUBLICATIONS

Selected Journal Articles (*Refereed Journals*)

- Patnaik, S., Mishra, U.S. & Mishra, B.B. (2021) Can psychological capital reduce stress and job insecurity? An experimental examination with Indian evidence. *Asia Pacific Journal of Management*. **ABDC-A, ABS-3, SSCI, & SCOPUS, Springer**. <https://doi.org/10.1007/s10490-021-09761-1>
- Patnaik, S., Mishra, U.S. & Mishra, B.B. (2023). Perceived Organizational Support and Performance: Moderated Mediation Model of Psychological Capital and Organizational Justice, Evidence from India. *Management and Organization Review (MOR)*. **ABDC-A, ABS-3, SSCI, & SCOPUS, Cambridge University Press**. <https://doi.org/10.1017/mor.2022.27>
- Patnaik, S., & Choudhury, D. (2022). Call for a Sustainable Management Education. *AACSB-Insights*. <https://www.aacsb.edu/insights/articles/2022/10/a-call-for-sustainable-management-education>
- Mishra, U. S., Patnaik, S., & Mishra, B. B. (2016). Augmenting Human Potential at Work: An Investigation on the Role of Self-Efficacy in Workforce Commitment and Job Satisfaction. *Polish Journal of Management Studies*, 13(1), 134-144. (**SCOPUS & ESCI [Clarivate Analytics; Web of Science]**).
- Mishra, U. S., Patnaik, S., & Mishra, B. B. (2016). Role of Optimism on Employee Performance and Job Satisfaction. *Prabandhan: Indian Journal of Management*, 9(6), 35-46. (**SCOPUS Indexed**).

INTERNATIONAL RESEARCH COLLABORATIONS

- Collaborative research with **Prof. Peter Bamberger** (Vice President, *Academy of Management*, USA, Past Editor-in-Chief, *Academy of Management Discoveries*) **Tel Aviv University's Coller School of Management, Israel.**
- Conducting collaborative research on well-being and bottom-line business performance under the Chair Professorship of **Prof. Sir Cary Cooper, University of Manchester, UK.**
- Conducting collaborative research with **Professor Stephen Teo**, Newcastle Business School, **Northumbria University, UK.**

WORKING PAPERS

- Effect of Testosterone on Proactive behavior and Entrepreneurial intentions. Target Submission to *Journal of Business Venturing*, (ABDC-A*, ABS-4).
- Investigations on the Bio-Markers of Psychological Capital. Target submission *Work & Stress*, ABDC-A & ABS-4.
- Moderating Role of Psychological Capital on the relationship between stress and job insecurity. Target Submission *Work & Stress* (ABDC-A, ABS-4).
- Multi-Level examination of Psychological Capital and contextual factors as predictors of performance and attitudinal work outcomes: Comparative Evidence from UK and India. Design: Moderated-Mediation investigation with longitudinal and Experimental design. Target Submission to (ABDC-A*, ABS-4).

RESEARCH INTERESTS

- Positive Organizational Behavior (POB); Psychological Capital (PsyCap); Stress; Job Insecurity, Using Experimental Interventions, Multi-level, & Longitudinal designs with Bio-Markers examination (Salivary cortisol & Testosterone). I am also interested in examining the curvilinear relationships of Positive constructs (e.g., PsyCap & Psychological Ownership) with work outcomes.

TEACHING EXPERIENCE

International Teaching

2022 (September) to 2022 (October): University of Pécs, Hungary

Teaching: Strategic Human Resource Development (as part of international exchange between the **University of Pécs, Hungary & Woxsen University, India**, Taught to a cohort of international master-level students).

2023 (February) UNICAMP Universidade Estadual De Campinas, Brazil & Universidad Externado De Colombia

- Delivered workshop on People Management & its Future to a Group of 25 Master Level Students from UNICAMP, Brazil & Universidad Externado De Colombia, Host: Woxsen University.

National (India)

2023(April) to Present: IMT Ghaziabad, Delhi NCR

Assistant Professor (OB & HRM)

2022 (May) to 2022 (April): Woxsen University, India

Chair Holder Professor–*Sir Cary Cooper Professor of Organizational Psychology*

Teaching:

Subject: MBA-Organizational Behavior, Negotiation Strategies

Ph.D. coursework: Identifying Research Gaps & Research Process

Administrative:

- **Chair-Centre for Management Research (CMR)**, School of Business, Woxsen University
- **Accreditation-** AACSB, & EFMD (University Core Committee).
- **Course Committee**, Woxsen University: (MBA & BBA): Subject Matter Expert
- **Academic Council Member, Woxsen University**
- **Organized 2 International Conferences**
- **Organized FDP on Case Teaching & Case Writing**
- **Trust Member, School of Business (Grievance Committee)**
- **Coordinator for Woxsen University:** Gustavson Brand Trust Index, Canada-Woxsen University, Joint Project.
- **Coordinator for Woxsen University:** Brain Thrust Forum (Think Tank)
- **Project Co-Lead:** Underprivileged School Girls, Aspiration Building Project.
- **Library Committee member**, Woxsen University

PhD, Supervision (Till April, 2023) : Harshika Gudi
Venkat Reddy Yasa
Sravan Kumar Karampuri
Stalgy Muliyl

Doctoral Research Committee (DRC; Till April, 2023): Poojitha Kondapaka
Vani Manukonda

PhD Thesis Proposal Evaluation Committee: Vineeta Dwivedi, (Faculty & Head, Digital
Communication, SPJIMR, Ex-Journalist, BBC & PTI)
Poojitha Kondapaka
Vani Manukonda
Vani Ganapati

2015 (November) to 2016 (April): XIM University, Bhubaneswar, India
Visiting Faculty, Subject Taught: Organizational Behavior (Group Dynamics and Team
Building).

2012 (January) to 2013 (January): IIPM, Bhubaneswar, India
Visiting Faculty, Subject Taught: MBA Course Modules: Organizational Behavior, Work
Psychology, Human Resource Management, Human Resource Planning, and Training &
Development.

**2012 (January) to 2012 (April): KIIT School of Management, KIIT University,
Bhubaneswar, India**
Visiting Faculty, Subject Taught: Training and Development, Bachelor of Business
Administration (BBA)

PROFESSIONAL AFFILIATION

- *Academy of Management*, 2019 (Organizational Behaviour Division)
- Member of *Thinker 50*
- Member: RRBM (Responsible Research in Business and Management)

EDUCATION

2006: Master of Business Administration (MBA, Specializations HRM)

Cardiff University, UK

2017: Ph.D. Thesis Title: *Impact of Psychological Capital on Performance, Job
Satisfaction, Stress, and Job Insecurity.*

Faculty of Management Sciences, SOA University, India (Ranked 20th University, *National Institutional Ranking Framework* [NIRF], Ministry of Education, Government of India, 2021) <https://www.nirfindia.org/2021/UniversityRanking.html>

2004: Bachelor of Arts (Triple Main: **Psychology**, Economics & Sociology)

Christ College, Bangalore University, India

ADDITIONAL QUALIFICATIONS

2012: Research Methodology and Advances in Management as Ph.D. Coursework (24 Credits)

Faculty of Management Sciences, SOA University, India

2012: Research Methodology (2 Credits)

KIIT University, India

2003-04: Certified Counselor (35 Credits)

Christ College, Bangalore, India

2002-2003: Certificate Course in Indian Laws (10 Credits)

National Law School of India University (NLSU) Bangalore & Christ College, Bangalore University, India

BOOK CHAPTERS

- Patnaik, S., & Sahoo, F.M., & Mohanty, D. (2016). Role of self-efficacy in employee performance. In Bamel, U.K., Sengupta, A., & Singh, P. (Eds.), *Emerging Challenges for HR: VUCA Perspectives*, IIM-Raipur: Emerald.
- Patnaik, S., & Mohanty, D. (2014). Psychological Capital as a Determinant of Employee Performance and Job Satisfaction. In R.K. Panda (Eds.), *Business Paradigms in Emerging Markets* (Proceedings of International Conference on Business Paradigms in Emerging Markets, NIT Rourkela, chapter no.0239). Rourkela: Springer.

CONFERENCE PRESENTATIONS

- **Session Chair, RRBM Symposium: Responsible Research Agenda Thoughts & Reflection**, RRBM-Responsible Research for Business and Management program (2022, October).

- Presented Paper: Service Quality: An Introspection of Consumer Perception in Health Care Sector. **MARCOM, IIM Calcutta**, (2012, December).
- Participated: (2005, February). Corporate Social Responsibility. Sponsored by **BBC Wales and Organized by AISEC, Cardiff Business School, UK**.
- Presented Paper: (August, 2015). *Role of Self-efficacy in employee performance*, HR Summit & International Conference, **IIM-Raipur**, India.
- Presented Paper: (December, 2014). *Psychological Capital as a Determinant of Employee Performance and Job Satisfaction*. Business Paradigms in Emerging Markets, International Conference on Business Paradigms in Emerging Markets, **NIT-Rourkela**, India.
- Session Chair: Cognitive Approach, Social Ethics & Sustainability. Resonance: International Conference, (2022, November).
- Presented Paper: (2016, October). *Psychological capital and employee commitment*. First National Conference on Emerging Issues in Business and Technology, New Delhi, India.
- Presented Paper: (2016, November). *Role of psychological capital in organizational citizenship behaviors and workforce well-being*. UGC Sponsored, International Conference on Cross Cultural Dimension of Management: Issues and Challenges in the Era of Globalization, Berhampur, India.
- Participated: (2012, January). 99th Indian Science National Congress, KIIT University.
- Participated: (2003). *World Trade Conference*, Organized by Christ College, Bangalore University, Bangalore, India.

FACULTY DEVELOPMENT PROGRAMME (FDP) & WORKSHOPS ATTENDED

- Participated: (2023, 27th & 28th January). Faculty Development Program (FDP), *Case Writing & Case Teaching*, conducted by **Prof. M. R. Dixit, Retired Professor IIM-Ahmedabad**, hosted by School of Business, Woxsen University.
- Participated: (2021, 4th October to 9th October). *Workshop on Multilevel Modeling*, Conducted by **Prof. Vishal Gupta, IIM-Ahmedabad**, hosted by Skills Edge, <https://www.skillsedge.co/>, Indore, India.
- Participated: (2023, 31st January). Faculty Development Program (FDP): **Intellectual Property Rights (IPR) and patent filling**, conducted by Dr Pankaj P Borkar, Dy. Controller of **Patents & Designs, IPO, Mumbai/RGNIIPM Nagpur, Rajiv Gandhi**

National Institute of Intellectual Property Management (RGNIIPM), Government of India, Nagpur, Host: Woxsen University.

- Participated: (2022, 19th March to 26th March). *Workshop on Quality Qualitative Research*, Conducted by **Prof. Vijayta Doshi, IIM-Udaipur**, hosted by Skills Edge, <https://www.skillsedge.co/>, Indore, India.
- Participated: (2023, 28th March). Workshop on how to draft and write about your research work. Conducted by **Ponnurangam Kumaraguru (PK), Professor, IIT Hyderabad**, hosted by Woxsen University.
- Participated: (2021, 5th April to 9th April). *Workshop on Mediation, Moderation and Conditional Process Analysis*, Conducted by **Prof. Vishal Gupta, IIM-Ahmedabad**, hosted by Skills Edge, <https://www.skillsedge.co/>, Indore, India.
- Participated: (2020, 28th November to 2nd December). *Faculty Development Programme (FDP), Structural Equation Modeling (SEM)*, Conducted by **Prof. Vishal Gupta, IIM-Ahmedabad**, hosted by Sharda University, Greater Noida, India.
- Participated: (2020, July). *Learn to publish, Wiley Author Webinar Series*.
- Participated: (2020, June). *Global e-workshop on publishing in Academy of Management Discoveries*, School of Management, BML Munjal University.
- Participated: (2020, April). *Modules on Research Paper Development*, Researcher Academy, **Elsevier**.
- Participated: (2021, 15th May to 19th May). *Faculty Development Programme (FDP) Qualitative Research Analysis Using NVIVO*, hosted by School of Business Studies, Sharda University, Greater Noida, India.

ACHIEVEMENTS

- **Best Paper Award** (2016, November). *Role of psychological capital in organizational citizenship behaviors and workforce well-being*. Paper Presented at International Conference on Cross Cultural Dimension of Management: Issues and Challenges in the Era of Globalization, Berhampur, India.
- **Global HR and IR master programs benchmarking study** (USA, EUROPE & ASIA) for **XIMB, XIM University, recommended for SHRM and CIPD accreditations**.
- **Obtained PhD admission from Cardiff University, UK (with part funding) and Lancaster University, UK**. However, could not pursue PhD in the UK because of full-funding issues.

- **Outstanding Teaching Contribution Award (2012).** IIPM, Bhubaneswar, India.
- **Teaching Feedback 4.61 on a Scale of 5,** School of Commerce, Xavier University, Bhubaneswar.
- **Teaching Feedback 4.5 on a Scale of 5,** OB-MBA, Woxsen University.
- **1st Rank** in 11th & 12th Standard Board Examination (CHSE) in the District.
- **Highest Employment Generation** in the District, DIC, Keonjhar
- **Represented the class for 2 consecutive terms** (as member of Economics and Psychology Association) Christ College, Bangalore University.
- Member of Cardiff Business Society sponsored by Price Water House Coopers, Postgraduate Society and Asian Society, Cardiff University, UK.
- Member of International Students Open House, Cardiff, UK.

SKILLS

- Data Analysis: SPSS, AMOS, PROCESS; EFA; CFA; Mediation; Moderation; Moderated-Mediation (through SPSS, PROCESS, & AMOS), Multi-Level modelling.
- Effective Communication, Presentation, & Counseling People

Ad Hoc REVIEWER

- Reviewer Academy of Management Annual Conference, 2019, USA (OB Division)
- Reviewer Academy of Management Annual Conference, 2019, USA (HR Division)
- International Food Research Journal (SCIE & SCOPUS Indexed)

INVITED LECTURES

- Delivered the **inaugural speech** and hosted the **RRBM**-Responsible Research for Business and Management program on behalf of Woxsen University (2022, October)
- Hosted the Emeritus Professor Meet, Woxsen University (2023, January)
- **Government of Odisha, Gopabandhu Academy of Administration** (2015, September)

Panel Discussion

- Women in workplace: challenges & prospects (panellist). Brain Thrust Forum, Woxsen University, 7th March, 2023.
- Current status and challenges of the Indian education system within the framework of NEP, 2020 (panellist). Brain Thrust Forum, Woxsen University, 31st January 2023.
- Inclusivity in Indian society: Challenges and the way forward (coordinator). Brain Thrust Forum, Woxsen University, 29th November 2022.