



IMRC 2024

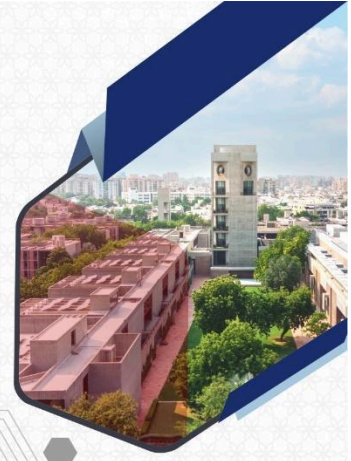
India Management Research Conference

IIM Ahmedabad

December 7-9, 2024 | Indian Institute of Management Ahmedabad

• Conference Theme •

Confluence of Growth, Sustainability, and Resilience



CONFERENCE SCHEDULE

Track 9: Leadership Research & Practice in the Context of Changes in the World of Work- ADCLOD

Day 1 - December 7, 2024, Saturday		Venue: JSW Building. JSW auditorium, Library Syndicate 1, Syndicate 1, Syndicate 2, Syndicate 3		
Time	Topic	Speakers/Panellists		
08:00 - 09:00	Registration			
09:00 - 09:30	Inaugural Program at Auditorium, Academic Block, New Campus			
09:30 - 11:00	Doing Leadership Research: Taking a Critical Look	Team ADCLOD Venue: JSW, SPP Auditorium		
11:00 - 11:30	TEA BREAK (outside RJM Auditorium)			
11:30 - 01:00	Panel Discussion on "India Centric Research" Venue: Ravi J Matthal Auditorium, Old Campus			
	Moderator: Prof. Ellapulli Vasudevan Panelists:			
	Prof. Ankur Sarin	Prof. Jayanth Verma	Prof. Ernesto Noronha	Prof. Premila D'Cruz Prof. Neharika Vohra
01:00 - 02:00	LUNCH BREAK			
02:00 - 03:30	Online Workshop on Qualitative Research	Prof. Mats Alvesson Venue: JSW, SPP Auditorium		
03:30 - 04:00	TEA BREAK (outside the venue)			
04:00 - 06:00	Networking Forum	CR2 Lawns, IMDC		



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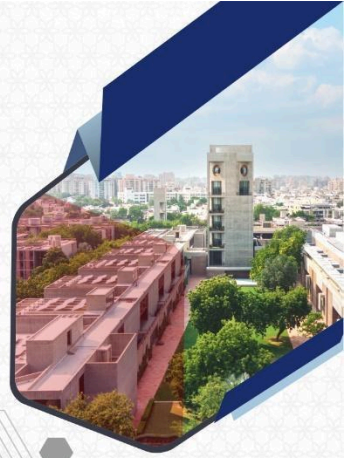
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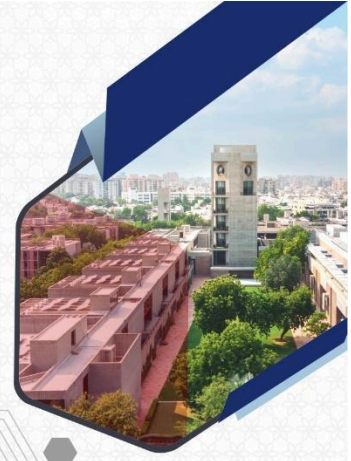
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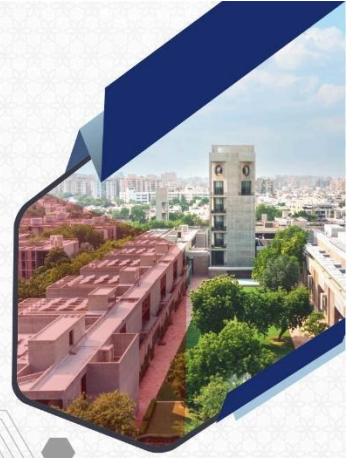
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Day 2 – December 8, 2024, Sunday		Venue:
Time	Topic	Speakers/Panelists
08:00 – 09:00	Registration @ WIMWIAN Store, IMDC Circle, New Campus	
Inaugural Program @ Ravi J Matthai Auditorium, Old Campus		
09:00 – 10:30	Conference Patron Prof. Bharat Bhasker Director, IIM, Ahmedabad	Keynote Speaker Dr. V. Anantha Nageswaran Chief Economic Advisor, Government of India
		Keynote Speaker Prof. Noshir Contractor Jane S. & William J. White Prof. of Behavioral Sciences, Northwestern University, Illinois
10:30 – 11:00	TEA BREAK (outside the venue)	
Parallel Track 1 Venue: Syndicate 1, JSW, NEW CAMPUS		
Sub-track: Future of work: Redefining leadership in times of Digitization		
Session Chair– Prof. Aditya Moses		
11:00 – 12:30	1	Laveena D, Sumi Jha and Nikhil K Mehta 18 Leader Resilience in the Digital Era – A Job Demand-Resource Perspective
	2	Shabnam Ibrahim, Ayesha Farooq and Irna Ishrat 543 Leadership Strategies for Managing Remote Work in the Post-Covid Era
	3	Kanishk Upadhyay and Lalit Krishna 783 Exploring Leadership Perception Shifts in Online vs. Offline Communication Environments
	4	Vaishnavi Gautam, Mridul Maheshwari and Manish Gupta 982 From Intent to Impact: HRM in the Gig Economy
	5	Debarna Das, S.N. Ragavendra and Ruma Agnes 884 An Analysis of Human Resource Management Policy Challenges on the Gig Economy
Parallel Track 2 Venue: Syndicate 2, JSW, NEW CAMPUS		
Sub-track: Diversity, Inclusion and Inclusive Leadership (1)		
Session Chair: Prof. Vaibhavi Kulkarni		
	1	Nishi Malhotra 68 Bridging the Gap: Exploring Bricolage and Social Innovation for Financial Inclusion in Rural India through 'Nukad Natak' and Business Correspondents
	2	Kamal Gulati 372



			Twenty Years of Silence: Shining a Light on Gender Disparities in Academic Medical Leadership in India
	3	Baisakhi Debnath, Harold Andrew Patrick and Richa Tiwari	1177 Investigating the Influence of Positive Leadership on Flourishing of Women in the IT Sector: Exploring the Connection through Work Engagement
	4	Ragland Gamaliel	232 The examination of Respectful Inclusion as a dimension for reducing discrimination in Social Work practice
	5	Apoorva Tiwari and Vishakha Kumari	134 The Impact of Inclusive Leadership: How Engagement and Inclusive Climate Shape Employee Experience

Parallel Track 3

Venue: Syndicate 3, JSW, NEW CAMPUS

Sub-track: Employee Voice, silence and safety

Session Chair: Prof. Sunita Rani

11:00 - 12:30	1	Lokesh Malviya	706 Organizational Culture and Employee Voice in the Public Sector: A Perspective
	2	Jasveen Kaur and Sushma Rani	981 Employee Silence Beyond Organizations: A Review and Conceptual Framework for the Future Research
	3	Arathi Krishna, Devi Soumyaja and Rahul R Lexman	1132 Examining Integrity-Based Trust on Bullying and Employee Silence: An Experimental Causal-Chain Study
	4	Vineet Arora, Amit Shukla and Jasvir Nachatar Singh	588 Toward The Measurement of Remote Psychological Capital: Scale Development and Validation
	5	Rekha priyadharshini A, Rajesh Matha and Reeves Wesley	144 The relationship between Organizational Silence and Organizational Citizenship Behavior: Moderating role of ethical Leadership

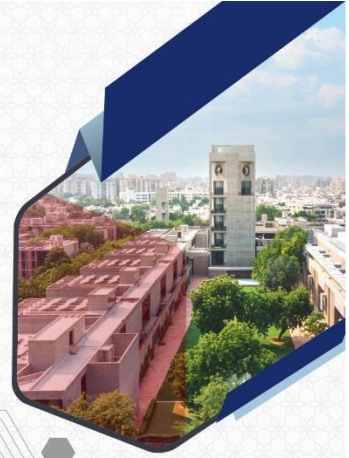
Parallel Track 4

Venue: Library Syndicate 1, JSW, NEW CAMPUS

Sub-track: Leadership and Employee Well-being in the Modern Workplace

Session Chair: Prof. Sonali Narbariya

11:00 - 12:30	1	Ankita Verma and Shatrughann Yadav	476 The Role of Leadership in Creating Meaningful Work to Reduce Turnover Intention.
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	2	Harleen Kaur and Parul Malik	521 A Systematic Literature Review on the Relationship between HR Practices and Subjective Well-being: Developing a Novel Model using AMO Framework
	3	Fousia Azeez and Nimitha Aboobaker	619 Navigating Toxicity: A Qualitative Analysis of Leadership Hurdles Among Healthcare Professionals
	4	Hera Wali and Nishant Uppal	637 Beyond Adversity: Unveiling the Positive Power of Perceived Discrimination on Motivational Strivings
	5	Akanksha Mishra	1101 The Shackles of Leader Aggressive Humour: A Systematic Review and Future Research Direction
	6	Obaidullah Saidkhily, Ayyoob A, Amal Sabah and Dr. Aparna Sajeev	952 Leadership Dynamics: Influence on Organizational Culture and Performance

12:30 – 02:00

LUNCH BREAK

Panel Discussion- Organization Development: New Frontiers in Emerging Times—Insights for Practice and Academia.

Venue- JSW, SPP Auditorium

02:00 – 03:30

Panellist 1
Prof. Ashish Pandey

Panellist 2
Prof. Veena Vohra

Panellist 3
Affiliation
Mr. P.M. Kumar

Panellist 4
Affiliation
Mr. Debashish Ghosh

Moderator
Affiliation
Prof. T.V. Rao

03:30 – 04:00

TEA BREAK
(outside RJM auditorium)

Director's Panel @ Auditorium, Ravi J Matthai Auditorium, Old Campus

Prof. Bharat Bhasker
IIM Ahmedabad

Prof. Archana Shukla
IIM Lucknow

Prof. Pawan Kumar Singh
IIM Tiruchirappalli

Prof. Arvind Sahay
MDI

Prof. Debashis Chatterjee
IIM Kozhikode

04:00 – 05:00

Prof. Rishikesh T. Krishnan
IIM Bangalore

Prof. Manoj Kumar Tiwari
IIM Mumbai

Prof. Bhimaraya Metri
IIM Nagpur

Prof. Ashok Banerjee
IIM Udaipur

Moderator:
Prof. Neharika Vohra

05:15 – 06:30

Speaker Name
Prof. Balagopal Vissa
INSEAD Singapore

Keynote
Title: Management Research in India and Opportunity for Consilience
Venue: RJM Auditorium



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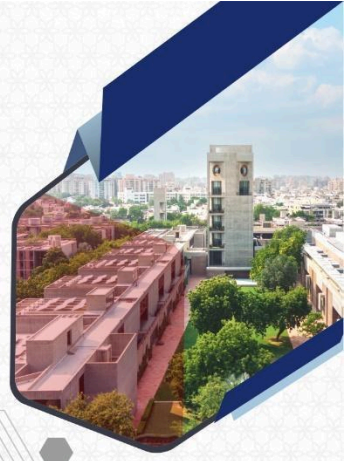
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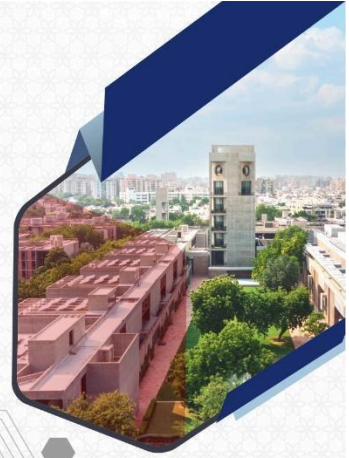


Cultural Event @ Louis Kahn Plaza – LKP

07:00 – 08:00

08:00 – 09:30

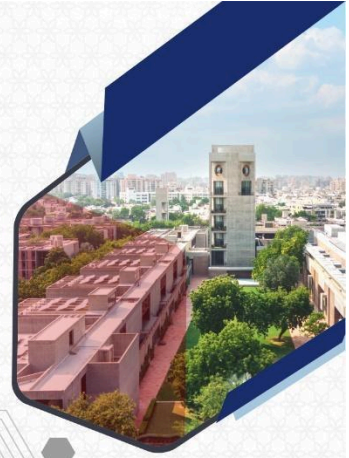
Conference Banquet Dinner @ Tower Lawns, Old Campus



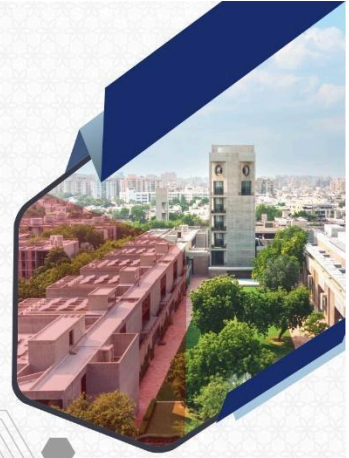
Day 3 - December 9, 2024, Monday

Venue:

Time	Topic	Speakers/Panellists
08:00 - 09:30	Parallel Track 1 Venue: syndicate 1, JSW, NEW CAMPUS Sub-track: Leadership, Context and Understanding Session Chair: Prof. Amit Nandkeolyar	
	1	Veer Pratap Singh Rana and Neerpal Rathi 1045 Understanding Leader-member Exchange Dynamics through Personality Congruence: Implications for Work Engagement and Employee Well-being.
	2	Vinit Ghosh 215 "My Group Wants me to Share Knowledge, But my Leader Doesn't": Examining Role of Behavioural Flexibility and Unethical Pro-organizational Behaviour in Group Creative Role Identity and Knowledge Sharing
	3	Subhi Tyagi, Sangeeta Sahney and Monika Tanwar 548 "Employee Engagement amid Surveillance: The Mediating Role of Psychological Safety"
	4	Asmabi Kk and Smarty Mukundan 653 Abusive Supervision and Employee Work Alienation: Mediating Role of Employee Unethical Behavior (a Conceptual Review)
	5	Manish Bharthi and Prakash Tiwari 1191 Understanding the Impact of Analytics and Artificial Intelligence (AI) at Workplace in Enhancing Employee Engagement Mediated by Employee Trust and Age - A Mixed-Methods Approach Using PLS-SEM and FSQCA
08:00 - 09:30	Parallel Track 2 Venue: Syndicate 2, JSW, NEW CAMPUS Sub-track: Leadership, Context and Understanding (2) Session Chair: Prof. Ashish Pandey	
	1	Alka Jain 214 Leadership in the Ancient Indian Jain Organizations
	2	Lakshmi Kumari and Priya Rajeev 810 Integrating Spiritual Practices into Contemporary Leadership: revisiting Patanjali Yoga Sutras
	3	Shubham Shah, Harish Rawat, Vibha Swaroop and Ashish Sinha 892 Radical Resilient Leadership: How Narendra Modi's Vision is Transforming Indian Politics Amid Global Uncertainties



	4	Naziya Zaina Naufal, Priya Nair Rajeev and Rahil Mehdi	792 Building Organizational Resilience Through Culture: A Case of Tesseract
	5	Mudang Tagiya and Odang Mara	513 Servant Leadership in Education: The Impact on Student Green Behaviour through Environment Concern
<p>Parallel Track 3 Venue: Syndicate 3, JSW, NEW CAMPUS</p> <p>Sub-track: Diversity, Inclusion, Inclusive and Leadership (2)</p> <p>Session Chair: Prof. Ernesto Noronha</p>			
08:00 – 09:30	1	Virajanand Varma, Reshmi None and Devika Gulla	670 Inclusive Leadership and Employee Outcomes – Examining the mediating roles of Psychological Safety, Perceived Inclusion, and Employee Thriving
	2	Vaishali Jadon	840 Silent Struggles: Workplace Loneliness and Employees Wellbeing- The Moderating role of Inclusive Leadership
	3	Dina Banerjee, Alka Sharma and Ashay Kadam	131 Leadership and Identity Development at the Confluence of Gender, Caste, and Reservation in India
	4	Sonu Kumari, Sunita Rani and Ankur Sabharwal	1086 Navigating the Shadows: A Meta-Analysis of Toxic Leadership in Educational Institutions
	5	Eswar Prasad Manapuram and Dr. Truptha Shankar	301 Unveiling Common and Unconventional Leadership Strategies Amid Uncertainty: An Empirical Study of Indian Tech Startups and Global Corporations
09:30 – 11:00	<p>POSTER PRESENTATIONS Venue: << CR-2 Lawn, IMDC >></p>		
11:00 – 1:30	<p>TEA BREAK (outside the venue)</p>		
	<p>R&D Workshop by Prof. Balagopal Vissa. Title- 'Moving from idea to Paper' Venue: JSW, SPP Auditorium</p>		
01:00 – 02:00	<p>LUNCH BREAK (Forum Tower Lawns, New Campus)</p>		
02:00 – 03:30	<p>Parallel Track 1 Venue: Syndicate 1, JSW, NEW CAMPUS</p> <p>Sub-track: Leadership, Context and Understanding (1)</p> <p>Session Chair: Prof. Premilla D'Cruz</p>		



	1	Anchal Kukreti and Shatrughan Yadav	471 The Impact of Big Five Personality on Virtual Collaboration: The Role of Team Communication as a Moderator.
	2	Mitali Saxena and Venkat Ganuthula	66 The Relationship between Feedback Frequency, Task Performance, and Arousal Levels: A Study Using Electrodermal Activity
	3	Alipta Dutta and Asha Bhandarker	237 Creative Leadership: How Creative Leader Behaviour and Psychological Safety Drive Organizational Performance and Success
	4	Animesh Singh and. Rashi Banerji	382 The impact of Ethical Leadership on Organization Citizenship Behavior in Indian Private Sector Banks: The Mediating Role of Happiness at Work
	5	Kamal Gulati	370 Evidence-based Leadership Development for Physicians: A Qualitative Study from India
	<p>Parallel Track 2 Venue: Syndicate 2, JSW, NEW CAMPUS</p> <p>Sub-track: Careers</p> <p>Session Chair: Prof. Vinit Ghosh</p>		
02:00 - 03:30	1	Shreya Mrinal and K. Lavanya Latha	427 Navigating the Hive: Role of Queen Bee Syndrome on Leadership Development and Career Advancement
	2	Tanya Ahuja	995 Mission 'Transition:' Analysing Perceived Leadership Adaptation Challenges in Military to Corporate Career Transition, using Grounded Theory
	3	Ravina Matani and Tripti Singh	1136 Unveiling the Mechanism of Inclusive Leadership and Organizational Learning Culture on Career Sustainability Among IT Employees: The Mediating Role of Psychological Capital
	4	Sumit Manderna and Mridul Maheshwari	1148 Employers' and Employees' Perceptions of Career Break through the Lens of Psychological Contracts: A Qualitative Study
	5	Ashish Kumar and Prof. Vijit Chaturvedi	1163 Connecting the Dots of Nonprofit Sustainability: An Analysis of Strategic Building Blocks and Leadership Practices
	<p>Parallel Track 3 Venue: Syndicate 3, JSW, NEW CAMPUS</p> <p>Sub-track: Leadership and Performance Outcomes</p> <p>Session Chair: Prof. Promila Agarwal</p>		
02:00 - 03:30	1	Radhika Chandhok and Rinki Dahiya	254



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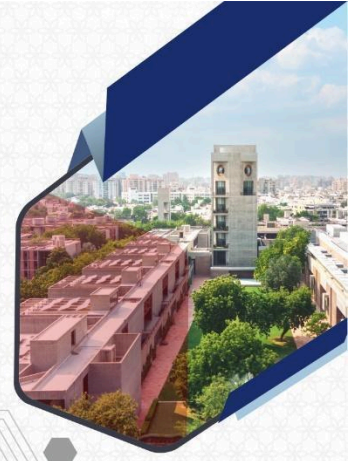
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			The serially mediating roles of Relational Energy and Harmonious Passion in the Relationship Between Superior-Expressed Humility and Subordinate Adaptive Performance
	2	Vidya Aswath and Celina A	786 Leadership Styles and their Impact on Organizational Culture and Performance – Transformational Service Leadership as the Way Forward
	3	Sonali Narbariya	718 Do Relational Leaders Impact Change Readiness for Digital Transformation? Interplay of Mindfulness and Resilience of Employees
	4	Utkarsh Nigoti and Virajanand Varma	1011 Identity Leadership and Turnover Intentions: A Serial Mediation Model
	5	Madhura Hate and Satishchandra Kumar	352 Assessing the Indian Banking Work Environment for Creativity: A 4-Step Adaptation Protocol
03:30 – 04:00	TEA BREAK (outside the venue)		
04:00 – 05:30	-		
05:30 – 06:00	REFLECTIONS ON THE CONFERENCE AND ANNOUNCEMENT OF BEST PAPER AWARDS Auditorium, Academic Block 2, New Campus		