

Curriculum Vitae

Name: Neharika Vohra
Position or Job title: Professor
Institution: Indian Institute of Management, Ahmedabad
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Date of Birth 21-11-1966

Education

University of Manitoba, Winnipeg, Canada
1992 - 1995 Ph.D. - Social Psychology
1989 - 1992 M.A. - Social Psychology
Utkal University, Bhubaneswar, India
1986 - 1988 M.A. - Developmental and Educational Psychology (Ranked 1st)
Sambalpur University, S.K.D.A.V. College, Rourkela, India
1982 - 1986 B.A.(Hons.)- Psychology and Minor in Economics (Ranked 1st)

Teaching Experience (15 years)

(University of Manitoba, Canada, XIM, Bhubaneswar, Indian Institute of Management, Ahmedabad)

Designed and taught the following courses:

- * Interpersonal and Group Processes
- * Individuals in Organizations
- * Research Methods
- * Management Across Cultures
- * Leadership and Team Building
- * Selection and Assessment
- * Applied Behavioral Science
- * Statistical Applications in Psychology
- * Social Psychology

Current Interests:

- Change management
- Leadership in organizations
- Educational leadership
- Woman as leaders
- Managing across cultures
- Quality education for remote and rural populations

Consulting

- Instrumented feedback to executives in Polaris, Satyam, ABB, Infosys, BARCO.
- Assessment Centre for the top team at BARCO, India
- Diagnose conflict and interpersonal issues for top management team of Hutch, Gujarat Circle
- Co-authored, developed, and administered 360 degree feedback to 300 CBSE school principals.
- Consulted with an engineering college, Tolani, Maritime Institute in their restructuring and reculturing exercise.
- Designed and provided 360 degree feedback to thirty senior level managers of Cairn Pvt. Ltd.

- Consulted with a policy driven organization (PRS) which works as an information provider to the Members of Parliament of India. Was involved in a study of its impact and reach in the last two years of existence.

Supervision

- PhD supervisor of Nisha Nair in the Organizational Behavior Area, 2007, graduated in 2009
- PhD supervisor of Abhishek Goel in the Organizational Behavior Area, graduated in 2008
- PhD supervisor of Arvind Shatdal in the Organizational Behavior Area, 2009
- PhD supervisor of Rahul Sheel in the Organizational Behavior Area, 2010
- PhD committee of Anita Sarkar in the Personnel & Industrial Relations Area, 2008, graduated in 2010
- PhD committee of Abhishek Gupta in the Marketing Area, 2008
- PhD committee of Ranjit Namboodri in the Organizational Behavior Area, graduated in 2007
- PhD committee of Meenakshi Aggarwal in the Organizational Behavior Area, graduated in 2006
- PhD committee of Ramakant Mishra in the Marketing Area, graduated in 2005.
- Supervised research projects of Sushil Pant and Benny Joseph (FDP participants in 2000)

Research

Peer Reviewed Journals

Adair, J.G., Puhan, B.N. & Vohra, N. (1992). Indigenization of Psychology: An empirical assessment of progress in psychology. International Journal of Psychology, 28, 149-169.

Adair, J. G., Pandey, J., Puhan, B. N., Begum, H., & Vohra, N. (1995). A comparison of Indian and Bangladeshi responses regarding factors influencing discipline development. Journal of Cross-Cultural Psychology, 26, 392-407.

Vohra, N. (1997). Harmonizing social relations in changing pluralistic realities. Trends in Social Science Research, 4, 171-175.

Vohra, N., Adair, J.G. (2000) Life Satisfaction of Indian immigrants in Canada. Psychology and Developing Societies, Vol 12 (2), 109-138.

Vohra, N. (2000) Are you likely to ingratiate in a context you are unfamiliar with? Journal of Indian Academy of Applied Psychology, Vol 26, 103-107.

Vohra, N. (2001) Improving the veridicality of post experimental questionnaires. Psychological Studies, Vol 46, 28-33.

Vohra, N., & Sharma, B. (2002) Harnessing multiple mental models as a training technique for increasing understanding of people issues. Indian Journal of Training and Development, 32 (1), 70-78.

Joseph, B., & Vohra, N. (2002) Characteristics of effective communicators: Perceptions of Indian managers. Indian Journal of Training and Development, 32 (2), 38-45.

Mohanty, L. K., & Vohra, N. (2002) Is corporate philanthropy perceived as a business strategy in Indian organizations? IIM B Management Review, 14 (2), 41-48.

Sinha, J. B. P., Vohra, N., Singhal, S. R., Sinha, B. N., & Ushashree, S. (2002) Normative beliefs about collectivist-individualist intentions and behaviour of Indians. International Journal of Psychology, 37(5), 309-319.

Adair, J. G., & Vohra, N. (2003). The explosion of knowledge, references, and citations: Psychology's unique response to a crisis. American Psychologist, 58(1), 15-23.

- Vohra, N., Rawat, A., & Pandey, N. (2003). Review of organizational behavior research in India: Journey from 1990-2000. Indian Psychological Abstracts and Reviews, 10(2), 221-313.
- Pant, S. K., & Vohra, N. (2003). Small scale family owned business in Nepal and India: Chief Executives Strategies for job categorization assignment, and job allocation. Organisation, October-December, 30-35.
- Bond, M. H., and 68 co-authors. (2004). Culture-level dimensions of social axioms and their correlates across 41 cultures. Journal of Cross-Cultural Psychology, 35, 548-570.
- Vohra, N., Singh, M. (2005). Mental traps to avoid while interpreting feedback: Insights from administering feedback to school principals. Human Resource Development Quarterly, 16(1), 139-148.
- Singh, M., & Vohra, N. (2005). Strategic human resource management in small enterprises. Journal of Entrepreneurship, 14(1), 59-70.
- Singh, M., Vohra, N. (2005). Multifaceted feedback for organisational heads for self and organisational development: experiences of school principals. International Journal of Training and Development, 9(3), 156-169.
- Jha, P., & Vohra, N. (2005). Role portrayals of men and women in Indian television advertising. Abhigyan, XXIII (1), 36-44.
- Goel, A., Vohra, N. Zhang, L. (2008). Cross cultural comparison of youth attitudes. In A K J R Nayak and M G Jomon (Editors) "India: Emerging Global Economic Order" (pp. 229-243). Delhi: Tata-McGraw Hill
- Goel, A., Vohra, N., Zhang, L., and Arora, B. (2007). Attitudes of the youth towards entrepreneurs and entrepreneurship: A cross-cultural comparison of India and China. Journal of Asia Entrepreneurship and Sustainability, 3, 29-63.
- Goel, A., Vohra N., and Zhang L. (2007). Research on venture evaluation of the Chinese and Indian entrepreneurs and career choices of young people. Modern Finance and Economics, 27: 54-59. [In Chinese]
- Matsumoto, D., and 37 authors. (2008). Culture, emotion regulation, and adjustment. Journal of Personality and Social Psychology, 94(6), 925-937.
- Matsumoto, D., Yoo, S. H., Fontaine, J., Anguas-Wong, A. M., Arriola, M., Ataca, B., Bond, M. H., Boratav, H. B., Breugelmans, S. M., Cabecinhas, R., Chae, J., Chin, W. H., Comunian, A. L., DeGere, D. N., Djunaidi, A., Fok, H. K., Friedlmeier, W., Ghosh, A., Glamcevski, M., Granskaya, J. V., Groenvynck, H., Harb, C., Haron, F., Joshi, R., Kakai, H., Kashima, E., Khan, W., Kurman, J., Kwantes, C. T., Mahmud, S. H., Mandaric, M., Nizharadze, G., Odusanya, J. O. T., Ostrosky-Solis, F., Palaniappan, A. K., Papastylionou, D., Safdar, S., Setiono, K., Shigemasu, E., Singelis, T. M., Iva, P. S., Spieß, E., Sterkowicz, S., Sunar, D., Szarota, P., Vishnivetz, B., Vohra, N., Ward, C., Wong, S., Wu, R., Zebian, S., Zenggeya, A. (2008). Mapping expressive differences around the world: The relationship between emotional display rules and Individualism v. Collectivism. Journal of Cross-Cultural Psychology, 39, 55-74.
- Goel, A., and Vohra, N. (2008). Superstar Leaders. Asian Case Research Journal, 12(2), 161-186
- Vohra, N., Post, J. E., Varma, J. R., Menon K., Desai, A., Raghavan, A., Srinivasan, V., and Parekh, S. (2009). The Satyam Story: Many Questions and a Few Answers. Vikalpa: The Journal for Decision Makers, 34(1), 69-88.
- Vohra, N. and Rao, V. V. (2009). Dr.APJ Abdul Kalam in conversation with Neharika Vohra and V Venkat Rao. Vikalpa: The Journal for Decision Makers, 34(1), 61-68.

Vohra, N. and Nair, N. (2009). Bringing about changes at a large engineering college: Lessons for designers and implementers of large scale change efforts. Organization Development Journal, 27(4), 57-67.

Singh, M., & Vohra, N. (2009). Level of formalisation of human resource management in small and medium enterprises in India. Journal of Entrepreneurship, 18(1), 95-116.

Nair, N. & Vohra, N. (2010). An exploration of factors predicting work alienation of knowledge workers. Management Decision, 48(4), 26-44.

Dwairy, M., Achoui, M., Filus, A., nia, P. R., Casullo, M. M., & Vohra, N. (2010). Parenting, mental health, and culture: A fifth cross-cultural research on parenting and psychological adjustment of children. Journal of Child and Family Studies, 19, 36-41.

Vohra, N. & Kumar, Mukul. (2009). Relevance of Peter Drucker's work: Celebrating Drucker's 100th birthday. Vikalpa: The Journal for Decision Makers, 34(4), 1-8.

Vohra, N. (2009). Gendered behaviour of men and women in the workplace: Time to move on. In colloquium "Gender and Workplace Experience". Vikalpa: The Journal for Decision Makers, 34(4), 79-118.

Nisha Nair, & Neharika Vohra, (2011) The case of OD in an NGO in India, Journal of Management Development, 30 (2), 148 – 159.

Nair, N., & Vohra, N (2009). Developing a new measure for work alienation. Journal of Workplace Rights, 14 (3), 293-309.

Aggarwal, M., Vohra, N., and Bhatnagar, D. (2010). Perceived organizational support and organizational commitment: The meditational influence of psychological well being. Journal of Business and Management, 16(2), 105-124.

Aggarwal, M., and Vohra, N. (2011). Measuring effectiveness of schools in India: A multiple stakeholder framework. e-Journal of Organizational Learning and Leadership, 8 (2), 1-13.

Books

Robbins, S. P., Judge, T. A., and Vohra, N. (in press). Organizational Behavior. New Delhi: Pearson Education.

Robbins, S.P. Koutler, M., & Vohra, N. (August, 2009). Management (10th Ed.). New Delhi: Pearson Education.

Nair, N., Vohra, N., Rao, T. V., Srivastava, A (August, 2009). HR Best Practices: Manufacturing Sector in India. Limited Edition. Published by SAIL

Mohanty, L., & Vohra, N. (2007). ICT in Schools. New Delhi: Sage.

Vohra, N. (1997) Editor of the first Orissa Industrial Directory of existing small and medium scale Industries in Orissa published by SIMAP Cell, Xavier Institute of Management.

Book Chapters

Vohra, N. (2004). Indigenization of psychology in India: Its unique form and progress. Ongoing themes in psychology and culture. B. N. Setiadi, A. Supratiknya, W.J.Lonner, & Y. H. Poortinga (Eds.) Yogyakarta, Indonesia: Kanisius.

Goel, A., Vohra, N. Zhang, L. (2008). Cross cultural comparison of youth attitudes. In A K J R Nayak and M G Jomon (Editors) "India: Emerging Global Economic Order" (pp. 229-243). Delhi: Tata-McGraw Hill.

Popular Magazines

Vohra, N. (2000) Wanna Break Free: Change the rules of the game while playing by them... Some suggestions for women working outside the home. Human Capital, August, 40-44.

Vohra, N. (2003) "Why so few women CEO's". Career Economy, January, 34.

Working Papers

Vohra, N., & Sharma, B. (2000) Harnessing Multiple Mental Models and Creating Opportunities for Learning about Human Resource Issues Among District Health Officers. Working paper of IIM Ahmedabad #2000-08-01.

Vohra Neharika & Nair Nisha (2007) Bringing about Changes at a Large Engineering College: Lessons for Designers and Implementers of Large Scale Change Efforts Working paper of IIM Ahmedabad #2007-05-09

Nair Nisha & Vohra Neharika (2007) The Case of OD in an NGO in India Working paper of IIM Ahmedabad #2007-05-08

Goel, A., Vohra, N., Zhang, L., & Arora, B. (2007). Attitudes of the Youth towards Entrepreneurs and Entrepreneurship: A Cross-cultural Comparison of India and China. Working paper of IIM Ahmedabad #2007-01-06

Book Reviews

Vohra, N. (1998) Book review of Asian Contributions to Cross-Cultural Psychology. Indian Psychological Abstracts and Reviews, Vol 4 (2), 372-381.

Vohra, N (2000) Book Review of " Management and Cultural Values: Indigenization of Organisations in Asia" (Eds.) Kao H.S.R., Sinha, D., & Wilpert, B. New Delhi, Sage 1999. Vikalpa, Vol 25, 101-105.

Editorial Responsibilities:

- Editor of Vikalpa: A Journal for Decision Makers
- Currently on the editorial board of Journal of Management
- Was Associate Editor of Indian Psychological Abstracts and Reviews from June 1997-Dec 2004
- Reviewed several articles for Vikalpa, IIMB Review.
- Reviewed several articles for International Journal of Cross-cultural Management.
- Have been on the panel of reviewers for Canadian Journal of Behavioural Science

Recent refereed conference presentations

Goel, A., Vohra, N., Zhang, L., & Arora, B. Attitudes of entrepreneurs among urban youth in India and China. Fifth International Academy of International Business (AIB)-India held at Xavier Institute of Management, Bhubaneswar, 29th - 31st January 2007

Vohra, N., and Goel, A. Positive characteristics do matter for organizational commitment: A study of Indian middle managers. Paper presented at XVIIth National Academy of Psychology, IIT Kanpur, Decemebr, 2007. Paper won the Professor Sourya Pattnaik Best Paper Award for OB/HR Area.

Vohra N. & Nair N. Bringing About Changes: Lessons from two OD Interventions in India. Presented in, Academy of Management, Anaheim, California, August 8-12, 2008

Nair, N. & Vohra, N. An exploration of factors predicting work alienation of knowledge workers. Paper presented at 1st Global Peter Drucker Forum, November 18-19, 2009.

Nair, N. & Vohra, N. Exploration of factors predicting work alienation of knowledge workers, Presented as visual (poster) presentation at the 2009 Academy of Management Meeting, August, 2009, in Chicago, Illinois

Nair, N. & Vohra, N.. The concept of alienation: Towards conceptual clarity. Presented as visual (poster) at the 2009 Academy of Management Meeting, August 2009, in Chicago, Illinois.

Vohra, N. & Goel, A. Relationship between positive characteristics and organizational commitment. "Who is committed to the organization: Do personal characteristics have a role to play?" Presented at the IAOM Conference, XLRI, Jamshedpur, December, 2009.

Gupta-Aggarwal M., Vohra, N., & Bhatnagar, D. Psychological well-being and organizational attitudes: an exploratory study. Presented at the IAOM Conference, XLRI, Jamshedpur, December, 2009.

Nair, N. & Vohra, N. Developing a New Measure of Work Alienation. Presented at the IAOM Conference, XLRI, Jamshedpur, December, 2009.

Nair, N., Vohra, N., Rao, T. V., & Srivastava, A. Recognizing and rewarding talent: Best practices from some manufacturing companies in India. Presented at the IAOM Conference, XLRI, Jamshedpur, December 28-30, 2009.

Haynes, R.K., Vohra, N., Gupta, M., & Gosh, R. "An investigation of mentoring among Indian managers: A focus on construct validation, content and consequences". Presented at the 1st IAOM Conference, XLRI, Jamshedpur, December 28-30, 2009.

Vohra, N., and Nair, N. (2010). Reconceptualisation of Alienation. Presented at the Annual IIMB Review Conference titled "Global Competitiveness through Human Resource Management" at IIM Bangalore, July 22-24, 2010.

Nisha, N., and Vohra, N. (2010). The concept of alienation: Towards conceptual clarity. Presentation given at Critical Management Studies (CMS) Research Workshop at Montreal, Canada August 4 and 5, 2010

Recent invited speeches

Vohra, N. "Issues in cross-cultural research". Research and Training Seminar held at Xavier Institute of Management, Bhubaneswar, December, 2006.

Vohra, N. "Who is committed to the organization: Do personal characteristics have a role to play?" Keynote Speech at Great Lakes Institute International Research Colloquium, Chennai, December, 2006.

Vohra, N., Goel, A., Zhang, L., Arora, B. Attitudes towards entrepreneurship: A comparison of youth in India and China. Keynote Speech at Great Lakes Institute International Research Colloquium, Chennai, December, 2007.

Vohra, N. The relevance of cross-cultural mindset for Indian businesses. Invited keynote speaker at the 2nd International Conference at Jammu University, The School of Business, February 4-6 2010.

Vohra, N. (2010). Conceptualizing alienation for Indian IT industry. Invited keynote speaker at the 4th International Conference at Great Lakes Institute, Chennai, December 27th 2010.

Vohra, N. (2011). The social psychology of research on human subjects. Speaker at the 4th Doctoral Colloquium at IIM Ahemadabad. January 6th-8th, 2011.

Vohra, N. (2011). Intercultural Competence: A conceptual analysis. Invited speaker at the Indo-Shastri conference on cross-cultural management research at XIM Bhubaneswar, February 16-18, 2011.

Vohra, N. (2011). Global Mindset and Intercultural Competence. Invited speaker at the 3rd International Cross-Cultural Conference at Jammu University, The Business School, March, 2-5, 2011.

Vohra, N. (2011). Psychodynamics at the Workplace. First Amrita Memorial Lecture at IIM Indore on the occasion of International Women's Day, March 7, 2011.

Teaching Material

CASES

Vohra, N. (2001) Nitish @ Solutions Unlimited. A case for use in career decisions and interpersonal relations. A case copyrighted with Indian Institute of Management, Ahmedabad.

Raghuram, G., & Vohra, N. (2001). Dredging Corporation of India. A descriptive case of a large public sector organization. A case copyrighted with Indian Institute of Management, Ahmedabad.

Singh, M, & Vohra, N. (2002). CK Engineering. A case copyrighted with Indian Institute of Management, Ahmedabad.

Vohra, N. (2003). Tea Shall Not Be Served. Indexed in Asian Case Research Site. A case copyrighted with Indian Institute of Management, Ahmedabad.

Manikuty, S., & Vohra, N. (2003). Aravind Eye Care System. A case copyrighted with Indian Institute of Management, Ahmedabad.

Vohra, N. (2005). Implementing Superoffice in Movers Inc. A case copyrighted with Indian Institute of Management, Ahmedabad.

Vohra, N. (2006). The TVS Lakshmi Matriculation Higher Secondary School. A case copyrighted with Indian Institute of Management, Ahmedabad.

Vohra, N. (2007). Resource Centre at Ramniranjan Poddar School. A case copyrighted with Indian Institute of Management, Ahmedabad.

Goel, A., & Vohra, N. (2008). Superstar Leaders. Asian Case Research Journal, 12(2), 161-186.

Ujwala, R., Vohra, N., Bhatnagar, D., and Moorthy, R. (2011). Uma and Rajan. Draft Case.

Vohra, N. (2011). Performance Management System at Hassia Pvt Ltd. Draft Case.

Vohra, N., and Mishra, A., (2011). Turnaround of OSRTC: Leadership Issues. Draft Case.

Exercises For Classroom Use

Vohra, N. (2001) Negotiating with Mr. HK Shah: A Negotiation Simulation. An exercise copyrighted with Indian Institute of Management, Ahmedabad.

Vohra, N. (2001) Setting up a Consortium for a B2B Logistics Portal: A negotiation simulation.

Vohra, N. (2002). What do you think boss? and Deadlines. Two critical incidents developed for cross-cultural teaching.

Notes for Teaching Purposes

Vohra, N. & Pandey, N. (2001). Appreciating Differences: Myers Briggs Type Indicator.

Deepali, S., Khokle, P., & Vohra, N. (2003) Values, Beliefs, and Attitudes

Gayatri, R., & Vohra, N. (2003). Fundamental Interpersonal Relations Orientation-B.

Vohra N. (2004). Making Change in Schools Exciting.

Vohra N. (2004). Leadership in Schools: Principals as Leaders

Training Activities

Program Title	Duration	Companies for which program was conducted
Understanding Self	1 day	ABB Satyam Hutch Patni
Building Teams	3-4 sessions	Infosys Asian Paints Patni IIS Infotech Bureaucrats (IAS, IPS, IRS, Air India Radio) IOC Bharti Shipping Companies OHPC
Conflict Management	2 sessions	IIS Infotech I-Maritime Patni ABB GRIDCO OHPC
Leadership Skills	2-3 sessions	Satyam Infosys Shakti Sugars IDC Patni Bharti Managers in Oman Godrej OMCI
Interpersonal Skills		Bajaj Auto Ltd Asian Paints HLL IMFA Hutch
Motivation	2 sessions	Distric Health Officers (Gujarat and UP) Veterinary Doctors (Orissa) ESIC (Orissa) LIC officers
People Issues in Project Management	1 day	Dredging Corporation of India Patni OHPC GRIDCO IOCL
Facilitating Change	1-2 days	Barbers Patni HLL GRIDCO

Negotiation Skills	2 days	IOC I-Maritime ABB
Building a Consulting Mindset	2 sessions	Infosys Bharti
Working Across National Borders	1 – 2 days	CBSI Patni L&T
Providing Feedback	2 sessions	HR professionals
Recruitment and Selection	2 days	UBEST, Calcutta
Supervision	2 days	Maxcare Ltd.
Managing the Glass Ceiling	2 – 3 sessions	ONGC
Leadership Issues for Schools	2-3 days	300 schools in India
Teaching Effectively For primary and secondary school teachers	2-3 days	150 schools in India and the Gulf Countries (worked with approximately 1500 teachers)