

NIKHIL AWASTY

OB/HRM Doctoral Candidate | Broad College of Business | Michigan State University
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EDUCATION

Michigan State University – Broad College of Business, East Lansing, Michigan
Ph.D., Organizational Behavior and Human Resource Management (expected May 2022)

Dissertation: *I won't do what you tell me: A latent profile analyses of organizational emotional display rule sources.*

Advisory Committee: Dr. Brent A. Scott (Chair)
Dr. Donald E. Conlon
Dr. John R. Hollenbeck
Dr. Lance Ferris

Narsee Monjee Institute of Management Studies, Mumbai, India
Master of Business Administration (2010)

St. Xavier's College, Mumbai, India
Bachelor of Arts, Economics Honors (2006)

RESEARCH INTERESTS

Mood and Emotion, Team dynamics, Leadership, Workplace Discrimination, Employee Wellbeing

REFEREED PUBLICATIONS

Sherf, E. N., Sinha, R., Tangirala, S., **Awasty, N.** (2018). Centralization of Member Voice in Teams: Its Effects on Expertise Utilization and Team Performance. *Journal of Applied Psychology*.

Scott, B. A., **Awasty, N.**, Johnson, R. E., Matta, & F. K., Hollenbeck, J. R. (2019). Origins and Destinations, Distances and Directions: Accounting for the Journey in the Emotion Regulation Process. *Academy of Management Review*.

- *Academy of Management Review* 2021 “Best Paper Award” Finalist

REVISE AND RESUBMITTED MANUSCRIPTS

Young, H.R., Ferris, D. L., Scott, B.A., Lee, H.W. & **Awasty, N.** (title withheld for blind peer review). *Academy of Management Journal (First round revise & resubmit)*.

MANUSCRIPTS UNDER INITIAL REVIEW

Scott, B. A., **Awasty, N.**, Johnson, R. E., & Conlon, D.E. (title withheld for blind peer review). *Journal of Applied Psychology*.

MANUSCRIPTS IN PREPARATION

Awasty, N., Burgess, B. A., Matusik, J. G., Hollenbeck J. R. & Hanh, R. Mutiny in teams (working title). Target: *Academy of Management Journal*.

Awasty, N., Ferris, D. L. & Mitchell, R. L. A Conceptual Framework of Unrequited Love at Work. Target: *Academy of Management Review*.

Awasty, N., Scott, B. A. & Li, S. Effects of daily alcohol usage and sleep on emotional labor spillover. Target: *Journal of Applied Psychology*.

Awasty, N., Sinha, R. & Shukla, J. Task to Relationship Conflict Transformation in Teams: The Role of Irritability, Trait Openness, and Communication Norms. Target: *Journal of Applied Psychology*.

Guo, Z.Y., **Awasty, N.**, Cornfield, B. & Johnson, R. E. What leaders ought to do versus what they can do: A self-regulation perspective of task conflict and leadership behavior. Target: *Personnel Psychology*.

Shukla, J., Joseph D.L., **Awasty, N.**, & Scott, B. A. Dark side of emotion recognition ability. Target: *Academy of Management Journal*.

Zhao, E. Y., Oh, J.K., **Awasty, N.** & Hollenbeck J. R. When Sharing is not Caring: The Effects of Shared Leadership on Individual Effort. Target: *Academy of Management Journal*.

Schouten, M. E., Lee, S., **Awasty, N.** & Hollenbeck, J. R. Poor perspectives: How good leadership behaviors can hurt the team. Target: *Academy of Management Journal*.

RESEARCH IN PROGRESS

Awasty, N., Yu, A., Boora, L., & Scott, B. A. Interpersonal Boredom: A scale development and exploration of critical outcomes. [Data collection phase]

Awasty, N., Shukla, J., & Gardner, D. M. Competing mediating mechanisms underlying workplace discrimination to home spillover effects. [Data collection phase]

Awasty, N., & Roberson, Q.M. Belief in an external control as a form of coping at work. [Data collection phase]

Burgess, B. A., **Awasty, N., Somaraju, A., & Scott, B. A.** Supervisor support and motive attributions. [Data collection phase]

Mitchell, R., **Awasty, N.** & Scott, B. A. Spillover of Job Crafting. [Data collection phase]

Mitchell, R., **Awasty, N., Hanh, R., Griffin, D., & Hollenbeck, J. R.** Team polarization paper (working title). [Data collection phase]

Yu, A., **Awasty, N.** & Boora, L. Teams Meta-Analysis. [Coding phase]

Choudhary, A., **Awasty, N., & Maupin C.K.** Role of leadership branding in employee recruitment. [Data collection phase]

Connor, E., Scott, W., **Awasty, N., & Ryan, A. M.** Accent based biases in recruitment decisions. [Data collection phase]

CONFERENCE PRESENTATIONS

Awasty, N., Scott, B. A. & Li, S. (April 2020) Effects of alcohol usage and sleep on emotional labor spillover. [Presenting this paper as part of a symposium I am chairing, at the Society for Industrial and Organizational Psychology (SIOP), Austin]

Zhao, E. Y., Oh, J.K., **Awasty, N.** & Hollenbeck J.R. (July 2020) When Sharing is not Caring: The Effects of Shared Leadership on Individual Effort. [Paper will be presented at the International Association of Conflict Management (IACM), Charleston, USA].

Guo, Z.Y., **Awasty, N., Cornfield, B. & Johnson, R. E.** (July 2019) You Think You Can, But You Can't: A Depletion Perspective on Situation Dependent Leader Behaviors. [Paper will be presented at the International Association of Conflict Management (IACM), Dublin, Ireland].

Awasty, N., To, C. & Hays, N.A. (August 2018) When Does Hierarchy Win? Divergent Effects of Power and Status Differentiation on Coordination and Performance. [Paper presented at the

annual meeting of the Academy of Management, Chicago, IL].

Sherf, E. N., Sinha, R., Tangirala, S., **Awasty, N.** (August 2017). Centralization of Member Voice in Teams: Its Effects on Expertise Utilization and Team Performance. [Paper presented at the annual meeting of the Academy of Management, Atlanta, GA].

Sinha R., **Awasty N.** & Tangirala S. (April 2016) Effectiveness of Promotive Voice within Teams is Contingent on the Pattern of Voicing and the Attributes of the Voicer. [Paper presented at the Society for Industrial and Organizational Psychology (SIOP), Anaheim, as part of a Symposium titled, “More than the Person: The role of context in proactivity”].

Awasty N. & Sinha R. (August 2015) Intragroup Conflict Transformation: How Task Conflicts Transform into Unproductive Conflicts. [Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada].

Sinha R. & **Awasty N.** (July 2015) Conflict Transformation in Teams. [Paper presented at International Association of Conflict Management (IACM), Tampa, FL].

TEACHING EXPERIENCE

MGT 325: Organizational Behavior (Summer 2017; 1 section): 4.75/5

MGT 315: Human Resource Management (Fall 2018 & Spring 2019; 6 sections): 4.45/5

MGT 460: Management Capstone (Spring 2020; 1 section): 4.73/5

[Received Excellence Award for Undergraduate Teaching]

MGT 409: Business Policy & Strategic Management – India Study Abroad Program (Spring 2020 & Spring 2021) [Program manager]

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad-hoc Reviewer

Organizational Behavior and Human Decision Processes (2020-present)

Human Relations (2020-present)

Conference Reviewer

Academy of Management Annual Meeting, OB Division (2016-present)

Society for Industrial Organizational Psychology Annual Meeting (2019-present)

Affiliations

*Academy of Management
Society for Industrial & Organizational Psychology*

WORK EXPERIENCE

Indian School of Business – Hyderabad, India

Research Assistant for Dr. Ruchi Sinha (Assistant Professor) (2014-2016)

Johnson & Johnson Ltd. – New Delhi, India

Regional Business Head (North India) (2013-2014)

The Coca-Cola Company – Gurgaon, India

Senior Manager – Sales & Operations (2010-2013)

Clear Media Pvt. Ltd. – Mumbai, India

Manager – Corporate Media Ad Sales (2006-2008)

LETTERS OF RECOMMENDATION

For professional letters of recommendation, please contact:

Brent A. Scott
Associate Professor
Michigan State University
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(517) 432-7725

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