

NIKHIL AWASTY

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

- Ph.D.** Michigan State University May 2022
East Lansing, Michigan (expected)

Major: Organizational Behavior & Human Resource Management
Minor: Industrial & Organizational Psychology

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
- M.B.A.** Narsee Monjee Institute of Management Studies 2010
Mumbai, India
- B.A.** St. Xavier's College 2006
Mumbai, India
Major: Economics (Honors)

RESEARCH INTERESTS

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

REFEREED PUBLICATIONS

- 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*, 45(2), 423-446.
<https://doi.org/10.5465/amr.2017.0448>

*Academy of Management Review 2021 "Best Paper Award" Finalist
- 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*, 103(8), 813. <https://doi.org/10.1037/apl0000305>

MANUSCRIPTS UNDER REVIEW

- Young, H.R., Ferris, D. L., Scott, B.A., Lee, H.W. & **Awasty, N.** Topic: Recovery and mood repair. Revise and resubmit at *Academy of Management Journal*.
- Scott, B. A., **Awasty, N.**, Johnson, R. E., & Conlon, D.E. Topic: Music listening, employee wellbeing and performance.
Under review at *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 co-chaired, 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

AVG INSTRUCTOR RATINGS

MGT 325 – Organizational Behavior	# of sections: 1	4.75/5.00
MGT 315 – Human Resource Management	# of sections: 6	4.45/5.00
MGT 460 – Management Capstone	# of sections: 1	4.73/5.00
<i>*Received Excellence Award for Undergraduate Teaching</i>		
MGT 409 – Business Policy & Strategic Management		Spring 2020 and Spring 2021
<i>Program Management, India Study Abroad Program</i>		

PROFESSIONAL SERVICE

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

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Society for Industrial & Organizational Psychology (SIOP)

WORK EXPERIENCE

Indian School of Business – Hyderabad, India <i>Research Assistant</i> for Dr. Ruchi Sinha	2014-2016
Johnson & Johnson Ltd. – New Delhi, India <i>Regional Business Head</i> for North India Region	2013-2014
The Coca-Cola Company – Gurgaon, India <i>Senior Manager</i> for Sales & Operations Division	2010-2013
Clear Media Pvt. Ltd. – Mumbai, India <i>Manager</i> for Corporate Media Ad Sales	2006-2008

ACADEMIC REFERENCES

For professional letters of recommendation, please contact:

Brent A. Scott, Ph.D.

Frederick S. Addy Endowed Professor
Michigan State University
Ph: (517) 432-7725
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