

CURRICULUM VITAE

1. **Name: Dr Sumita Rai**

2. **Present Designation:** Associate Professor,
Management Development Institute, INDIA

3. Experience:

SL No	Year	Institutions	Positions & Responsibilities held
1	2006-till date	Management Development Institute, Gurgaon, India	Associate Professor
2	2005-2006	Indian Institute of Management(IIM), Indore, India	Assistant Professor
3	2001-2004	Indian Institute of Management(IIM), Lucknow, India	Faculty
4	1996-2000	Indian Institute of Technology(IIT), Kanpur, India	Research Scholar

4. Membership:

- a. North American Case Research Association (NACRA)
- b. Asia Academy of Management (AAoM,,Hong Kong)
- c. National HRD Network India (INDIA)
- d. National Academy of Psychology, India.

4. Awards & Grants:

- Recipient of Highly Commended Award Winner Paper at the Literati Network Awards for Excellence 2012 by Emerald Group Publishing Limited
- Selected for Rotary International Group Study Exchange Program for the Year of 2001-2002.
- Recipient of D. Sinha Memorial Award for Best Research Paper of National Academy of Psychology (India). 1998

- Recipient of the Best Research Paper Award 1999 of the National Academy of Psychology (India).1999
- Qualified in the National Entrance Test for Lecturers 1995

Scholarly Activities (Research)

A. Book:

“Millennials and the workplace: Challenges for Architecting the Organization of Tomorrow”

Published by Sage International in May 2012.

<http://www.sagepub.in/browse/book.asp?bookid=1711&mode=1>

B. Publications: International Refereed Journals

1. Rai Sumita (2011). Perceived fairness of lay-off and its Impact on lay-off Survivors. Paper Accepted for publication in the journal of **Academy of Taiwan Business Management Review**, Vol.7, No. 2, August 2011.
2. Singh P., Bhandarker A., Rai Sumita, Jain Ajay (2011) Values and Workplace: An Exploratory Analysis. Vol.11/12 **Facilities** ISSN: 0263-2772. **Emerald Publication**.
3. Rai, Sumita (2008), Motivators at Work: An Equity Sensitivity Perspective. **International Journal of Management Practices & Contemporary Thoughts**.Vol.2 (2) pp. 61-70.
4. Rai, S. (2004). Values culture and organization: The Relevance. **International Journal of Human Resource Development and Management**. Vol. 4, No. 3, pp. 297-311.
5. Sinha, A. K. & Rai, S. (2004). Transformational leadership, competencies, self-control, and performance as a function of perceived organizational culture in service organizations. In Setiadi, B. N., Supratiknya, A., Lonner, W. L., & Poortinga, Y. H. (Eds.), *Ongoing Themes in Psychology and Culture: Selected Papers from the Sixteenth International Congress of the International Association of Cross-Cultural Psychology* (pp. 684-702). Yogyakarta, Indonesia: Kanisius.

C. Publications: National Refereed Journals/ Book Chapters

- a. Singh, A. & Rai S. (2011). Cost efficiency in IT Service Delivery: Cutting Cost or Cutting Corners. In Metri, Gupta and Sahay, Managing Global Services: Emerging Trends. New Delhi Excel Books.
- b. Rai, S. Sinha A.K. & Singh A. (2006). Value realization and organizational Effectiveness: Culture Related Imperatives. **XLRI, Management and Labour Studies Journal** Vol, 31 No 1, pp 32-48.
- c. Rai, S. (2004). Motivational Theories and Incentives Approaches. **IIMB Management Review**. Vol, 16 No.4, 2004.
- d. Rai, S., & Sinha, A. K. (2003). Transformational Leadership, values, and effectiveness. Towards Creating a Context for Value Based Leadership. In Bhargava, S. (Ed.), Transformational leadership: Value-based management for Indian organizations (pp. 138-166). **New Delhi: Sage Publications**.
- e. Rai, S., & Sinha, A. K. (2002). Job delight: Beyond job satisfaction. **Indian Journal of Industrial Relations**, 37 (4), 554-571.
- f. Rai, S., & Sinha, A. K. (2002). High performance organizations: Performance versus potential. In Singh S. (Ed.), High Performance Organizations: Key Issues and Strategic Alternatives (pp. 12-27). **New Delhi: New Age International**.
- g. Rai, S., & Sinha, A. K. (2001). Self Monitoring Transformational Leadership and Personal Effectiveness: The Human Resource Imperative. **Indian Psychological Review in special number of Organizational Behavior Issues**, vol.56 & 57(4), 80-87.

- h. Rai, S., & Sinha, A. K. (2000). Transformational leadership, organizational commitment, and facilitating climate. **Psychological Studies**, 45(1-2), 33-42.
- i. Sinha, A. K., & Rai, S. (1998). Y2K around the Corner: The O and B of OB for survival and growth. In U.N. Dash and U. Jain, *Advances in Psychological Research in India Series - 1: Perspectives on Psychology and Social Development* (pp. 60 - 68). **New Delhi: Concept Publishing Company**.

D.Management Cases

- a. Bhandarker Asha & Rai Sumita (2012) Effective Leadership at Zensar Technologies: Riding the wave of Change. Case published from **Asia Case Research Centre (ACRC), University of Hong-Kong** in February 2012. http://www.acrc.org.hk/search/case_showdetails.asp?ct=search&c=884&cp=1775&pt=1&pn=1&lv=en
- b. Rai Sumita & Banerjee A. (2012). StickOn Adhesive Limited. A Strategic Pursuit in Challenging Economy. Accepted for publication in *Asian Case Research Journal (ACRJ)* National University of Singapore: World Scientific publication.

E.Conference Papers

1. .Rai, Sumita & Bhandarker, Asha (2012). Impact of Achievement Motivation, and work experience on Millennials' Meaning of workplace. Paper presented in the 13th Biennial conference, of the International Society for the Study of Work and Organizational Values (ISSWOV), during June 24 – 27, 2012 Goa, India.
2. Rai, Shailendra Kumar and Rai, Sumita (2011), Is Entrepreneur a Romanticist, in the CIEO International Seminar held on 7th January, 2011 in University of Algarve, Portugal.
3. Rai, Sumita & Rai Shailendra (2010) Organizational Culture and Commitment among lay-off Survivors: In the context of MNCs in India"

Paper presented in the 7th conference of Asia Academy of Management (AAoM) in Macau, SAR, China, during December 12-14, 2010.

4. Rai, Sumita (2010). Perceived fairness of lay-off and its Impact on lay-off Survivors. Paper presented in ABMC 2010, The Asian Business and Management Conference in Osaka Japan from 7-9th October 2010.
5. Singh, P; Bhandarker A; Jain, A. K. & Rai, Sumita (2009). CEO's behavior and Organizational Culture Follower's Perspective Presentation in the 8th Biennial Conference of Asian Association of Social Psychology, 11-14 December 2009 at IIT Delhi.
6. Singh, P; Bhandarker A; Jain, A. K. & Rai, Sumita (2009). Values and Workplace: Paper presented in 2nd International Conference "Integrating Spirituality & Organizational Leadership in Pondicherry, during 9-12 February 2009 India.
7. Singh, P; Bhandarker A; Jain, A. K. & Rai, Sumita (2008). The Meaning of workplace: Paper presented in XVIII Annual Conference of National Academy of Psychology held at IIT Guwahati, During December 14-17, 2008 India.
8. Sinha, A. K. & Rai, S. (2002). Transformational leadership, competencies, self-control, and performance as a function of perceived organizational culture in service organizations. Paper presented in the XVI Congress of the International Association for Cross-Cultural Psychology (July 15-19), at Yogyakarta, Indonesia.
9. Rai, S. & Sinha, A. K. (2002). Value Realization Based Equity Perception and Work Motivation: Implications of Advantages Inequity Perception for Service Organizations. Paper presented in the XXV International Congress of Applied Psychology (July 7-12, 2002), at Singapore.
10. Rai, S. & Sinha, A. K. (2001). Transformational Leadership, Values, and Effectiveness: Towards Creating a Context for Value Based Leadership. Paper presented in the Seminar on Leadership and Human Values Creating a Global Context for Value Based Leadership (April 14, 2001). Indian Institute of Management, Lucknow, U.P. India.

11. Rai, S. & Sinha, A. K. (2000). Organizational and Individual Survival: Culture Related Imperatives. Paper presented in the XI-th National Conference of the National Academy of Psychology (India), Department of Psychology and Parapsychology, Andhra University, Vishakhapatnam.
12. Rai, S., & Sinha, A. K. (1999). Equity in organization: Measurement and its relationship with outcome variables. Paper presented in the Symposium on Organizational Behavior, in the annual conference of the National Academy of Psychology (India), Department of Psychology, University of Lucknow, Lucknow, India (December 3 - 5, 1999).
13. Rai, S. & Sinha, A.K. (1999). Relevance of Organizational Behavior to the current problems of India. Paper presented in the Seminar on Relevance of Psychology to India. (February 13th, 1999), Dept. of Psychology, D.A.V. College, Kanpur; U.P. India.
14. Sinha, A.K. & Rai, S. (1998). : Job delight beyond job satisfaction. Paper presented in the Symposium on Organizational Behavior, in the annual conference of the National Academy of Psychology (India), Department of Psychology Jodhpur University Rajasthan and DRDO Rajasthan, India (October 18-20, 1998).

G. Publications (Others)

Rai, S. (2001). Weaving A Magical Spell...Human Capital Vol.5 (5) 42-45.

H. Monograph

Values and Culture in the contexts of effective organizations. Monograph Series 2002-2003 Volume 1 Number 3. Centre for Leadership and Human Values. Indian Institute of Management Lucknow.

I. Working Paper

1. Job delight: Beyond Job satisfaction. IIML Working Paper Series 2002-04.
2. Indian Adhesives Limited: Facing Challenges in Globalize Economy. IIM Indore Case-Series 2006-2007.

J. Case Analysis

1. Rai, Sumita. "Ahmedabad Regional Passport Office: Rapid Response Time by Process Redesign". Published in Case Diagnoses section of Vikalpa: The Journal for Decision Makers, Vol, 29, No. 1, January-March 2004.
2. Rai, Sumita. "The Uttar Pradesh Lokayukta: Efficient Redressal of Citizen Grievances". Vikalpa: The Journal of Decision Makers, Vol, 31, No. 1, January-March 2006.

K. Book Reviews

1. Rai, Sumita. (2005) Passion to win: How Winning Companies Develop and Sustain Competitive Advantage. Metamorphosis: A Journal of Management Research, Vol, 3, Number 2, pp-161-164.
2. Rai, Sumita (2007) The Tao of Loyalty: Winning With Employees. Vision: The Journal of Business Perspective Vol, 9, No. 3.

L. Sponsored Research Projects Completed

1. In Search of a Leader (**funded by the AICTE**) - Case Studies of top Indian CEOs and Organizations –
 - Kumar Manglam Birla , AV Birla Group
 - Sunil Mittal - Bharti Group,
 - K. V. Kamath-ICICI Bank Ltd.
 - A. M. Naik, L& T India
 - Sajjan Jindal, Jindal Steel Works

- M. Damodaran, Former Chairman, Security Exchange Board of India, UTI.
 - Kiran M. Shaw, BioCon Pvt Ltd.
2. Meaning of Workplace- A study of priorities of youth entering in the corporate sector **Funded by All India Management Association, (AIMA) INDIA.**

M. Member of the International Research Center:

- Effective Member, CENTRO DE INVESTIGACAO SOBRE O ESPACO E AS ORGANIZACOES (CIEO), University of Algarve, Portugal since 2011.

N. Editorial & Review Board:

- **Case Editor: 2003-2006. Metamorphosis:** A Journal of Management Research, Published by **Indian Institute of Management, Lucknow,** India.
- **Member Review Board: IIMS Journal of Management Science.** Published by Indian Institute of Management, Shillong 2009 2010.
- Ad Hoc Reviewer: International Journal of Human Resource of Management and development.