**Sonakshi Gupta**

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FPM 213, Indian Institute of Management, Indore

Prabandh Shikhar, Rau Pithampur Road, Indore-453331, Madhya Pradesh

A person wearing glasses and smiling

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**EDUCATION**

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**Indian Institute of Management, Indore** July 2015-Present

Fellow Programme in Management CGPA 3.1

Organizational Behaviour & Human Resource Management

**Banaras Hindu University, Varanasi**  June 2011- June 2013

Masters of Personnel Management and Industrial Relations CGPA 8.22

**Banaras Hindu University, Varanasi**  June 2008-June 2011

Bachelors of Commerce (Marketing Honors) Percentage 62.8

**THESIS**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**• THESIS TITLE:** Unraveling Servant Leadership: Antecedents and Underlying Factors

**• DEFENSE:** 15 FEB 2020

**RESEARCH PAPERS**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

* Sarkhel, M., & Gupta, S. (2023) Consensus through Connections *Economics Letters* [ABDC-A] (Accepted for publication 29/08/2023)
* Gupta, S., & Nambudiri, R. (2021). How do I become a Servant Leader? A practitioner’s approach to Servant Leadership development. *Development and Learning in Organizations: An International Journal*. [ABDC-C]
* Thomas, N., & Gupta, S. (2018). Organizational cynicism–what every manager needs to know. *Development and Learning in Organizations: An International Journal*, *32*(2), 16-19. [ABDC-C]

**WORKING PAPERS**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

* Sonakshi Gupta & Ranjeet Nambudiri: Unravelling Servant Leadership ; Integrating Servant Leadership through the development of a vocabulary-based dictionary. Target Journal: Business & Society (ABDC; A) *[Work in Progress]*
* Carbon Neutrality or Development? Deriving themes using topic modelling to elicit future trends from leader’s speeches during the COP26 summit *[Work in Progress]*
* Why is my Leader like that? Identifying Motivational Basis of Leadership From Follower’s Perspective: Target Journal: Human Resource Management International (ABDC; B) *[Work in Progress]*
* Sonakshi Gupta & Ranjeet Nambudiri: Creating Predictive Model and Exploring the Antecedents of Servant Leadership Using Logistic Regression*[Work in progress]*
* Revenue sharing and ethical issues in Medical Diagnostic Services Target Journal: Journal of Business Ethics (ABDC; A) *[Work in progress]*
* Sonakshi Gupta & Manish Sarkhel: New formulation for effective team formation: A social Network Perspective Target Journal: Group decision and Negotiation (ABDC; A) *[Work in progress]*

**WORKSHOPS**

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* ‘GIAN Certificate course on Social Network Theory and Social Network Analysis’ at IIT Hyderabad. 2016
* “IIMA Doctoral Summer School 2017”, Indian Institute of Management, Ahmedabad
* Doctoral Teaching Workshop at IIM Bangalore 13-15 January 2020
* Manuscript Writing and High-Quality Publishing at IIM Ahmedabad 2020

**WORK EXPERIENCE**

**International Management Institute, Kolkata**

Assistant professor (HR, OB & Communication) October 2020-Till date (1 Year )

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| --- | --- | --- |
| **Courses** | **Credit & Hours** | **Feedback** |
| Human Resource Management (PGDM-I Year) | 3 Credit(30 Hours) X 3 sections | 3.51/5 |
| HR Analytics (PGDM-II Year) | 3 Credit(30 Hours) X 1 section | 3.95/5 |
| Negotiation (PGDM-II Year) | 3 Credit(30 Hours) X 1 section | Ongoing |
| Research Perspective Micro OB Leadership and Change (FPM) | 3 Credit(30 Hours) X 1 batch | Awaited |

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**T A Pai Management Institute, Manipal**

Assistant professor (HR, OB & Communication) September 2020-October 2022 (25 months)

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| **Courses** | **Credit & Hours** | **Feedback** |
| Human Resource Management (PGDM-I Year) | 3 Credit(30 Hours) X 3 sections | 9.46 |
| Organizational Design and Structure (PGDM-I Year) | 2 Credits (20 Hours) X 5 Sections | 9.16 |
| HR Analytics (PGDM-HR-II Year) | 3 Credit(30 Hours) X 1 section | 8.12 |
| HR Metrics & Dashboard (PGDM-HR-I Year) | 2 Credits (20 Hours) X1 Section | 8.10 |
| Individual & Group Dynamics (PGDM-I Year) | 2 Credits (20 Hours)X1 Section | 8.75 |
| Cross-Cultural Management (PGDM-II year) | 2 Credit(20 Hours) X1 Section | 9.04 |
| Business Leadership (PGDM-II year) | 2 Credits (20 Hours)X 2 Section | 8.88 |
| **Executive courses** |  |  |
| Leadership (Mu-Sigma TAPMI Lead Analytics Prog.) | 2 Credits (20 Hours)X 1 Section | 9.34 |

**Admin Role**

* Co-Chair ARC (Alumni Relations Committee)

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**Woxsen School of Business, Hyderabad**

Assistant Professor (OB & HRM Area) October 2019- May 2020 (7 months)

*Job responsibilities*

* Courses taught
  + Organizational Behaviour II (PGDM)
  + Human Resource Management (PGDM)
  + Effective Communication (PGDM)
  + Leadership and Change Management **(PGDM Executive)**
  + Human Resource Management **(PGDM Executive)**

**Admin Role**

* Designing curriculum for
  + MBA (Business Analytics, Artificial Intelligence and Machine Learning)
  + BBA (Business analytics)
* Member of Disciplinary Committee
* Placement preparatory sessions & mock interviews for PGDM 2nd yr.

**TEACHING ASSISTANTSHIP**

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Assisted in the following 2 and 4 credit courses at IIM Indore:

* Human Resource Management (2 credits)
* Organizational Development and Change (2 credits)
* Research practicum in Organizational Development (4 credits)

**AWARDS**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

• ***Best paper Award (Emerald Publishing & IIT Roorkee)***- Manish Sarkhel & Sonakshi Gupta, A New Centrality Measure for Collaborative Groups, PAN IIT International Management Conference, Nov 30 - Dec 02, 2018 at IIT Roorkee

• **Outstanding Paper Emerald Literati Awards 2023** (Emerald Publishing) Gupta, S., & Nambudiri, R. (2022). How do I become a Servant Leader? A practitioner’s approach to Servant Leadership development. *Development and Learning in Organizations: An International Journal*, *36*(4), 20-22.

**RESEARCH INTERESTS**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

* Servant Leadership
* Leadership discourse
* Business Ethics
* Group decisions and Negotiations

**TEACHING INTERESTS**

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* Human Resource Management
* HR Analytics
* HR Metrics & Dashboard
* Organizational Behavior I & II
* Organizational Development and Change
* Leadership & Organizational Change
* Cross-Cultural Management
* Negotiation & Conflict Management
* How to Become an effective Leader through service-oriented values (MDP on Servant Leadership)
* People Analytics (MDP)

**CONFERENCES**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

* Sonakshi Gupta & Ranjeet Nambudiri, Integrating Servant Leadership through the development of a vocabulary-based dictionary using DICTION, *British Academy of Management 2019, Aston University, Birmingham, United Kingdom*
* Sonakshi Gupta & Ranjeet Nambudiri, Integrating Servant Leadership through the development of Sociolinguistic measure of Servant Leader, The 32nd International Conference on Psychology Prague 2020 (ICP 2020)
* Sonakshi Gupta, Ranjeet Nambudiri Shweta Gupta, What Motivates Servant Leaders to Work? The 32nd International Conference on Psychology, Prague 2020 (ICP 2020)
* Ranjeet Nambudiri, Manoj Kumar Yadav & Sonakshi Gupta Developing an Integrated Model of Subtle Prejudice and Discrimination at the Workplace, British Academy of Management 2019, Aston University, Birmingham, United Kingdom
* Ranjeet Nambudiri, Rihanna, Manoj Kumar Yadav & Sonakshi Gupta, Mindfully Performed Organisational Routines as a Source of Continuous Change, British Academy of Management 2019, Aston University, Birmingham, United Kingdom
* Manish Sarkhel & Sonakshi Gupta, A New Centrality Measure for Collaborative Groups, PAN IIT International Management Conference, Nov 30 - Dec 02, 2018 at IIT Roorkee ***Best Paper Award (Emerald Publishing & IIT Roorkee)***
* Sonakshi Gupta & Ranjeet Nambudiri, Development of Language-Based Dictionary for Integrating the Construct Servant Leadership Through Inductive and Deductive Approach, PAN IIT International Management Conference 2018, IIT Roorkee, India
* Sonakshi Gupta & Ranjeet Nambudiri, Reviewing the underlying motives for transaction and servant forms of leadership, Management Doctoral Colloquium (MDC 2018), IIT Kharagpur

**SOFTWARE**

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* PowerBI, Tableau, Orange(Python), DICTION, SPSS, PLS-SEM, UCINET

**References :**

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| **Ranjeet Nambudiri**  Indian Institute of Management, Indore Rau-Pithampur Road  Indore 453 556, India.  9755581600  E-mail: ranjeet@iimidr.ac.in | **Srinath Jagannathan**  Indian Institute of Management, Indore Rau-Pithampur Road  Indore 453 556, India.  7224968693  E-mail:srinathj@iimidr.ac.in | **Aditya Billore**  Indian Institute of Management, Indore Rau-Pithampur Road  Indore 453 556, India.  9826075211  E-mail:adityab@iimidr.ac.in |