

## Curriculum Vitae

### **RITU TRIPATHI, Ph.D**

Assistant Professor  
 Indian Institute of Management Bangalore (IIMB)  
 Bannerghatta Road, Bangalore 560076, India  
 e-mail: [ritu.tripathi@iimb.ac.in](mailto:ritu.tripathi@iimb.ac.in)  
 web: <https://www.iimb.ac.in/user/152/ritu-tripathi>

### **Education**

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| Ph.D | <p>Psychology, University of Illinois at Chicago, 2010<br/>         Major: Social &amp; Personality Psychology<br/>         Minor: Cross-cultural Psychology</p> <p>Dissertation Title: Autonomy, Motivation, and Work Outcomes: A Cultural Perspective on Self Determination Theory</p> <p>Dissertation Committee: Drs. Daniel Cervone (Chair), Mary Murphy, Timothy P.Johnson, Edison J. Trickett, and Terri Thorkildsen,</p> <p><b>(Awarded UIC Dean's Scholar Award, 2008)</b></p> |
| M.A. | <p>Psychology, University of Illinois at Chicago, 2007<br/>         Master's Thesis: Role of Self and Others in Professional Achievement: A Cross-Cultural Investigation</p> <p>Thesis Advisor: Dr. Daniel Cervone</p>   |
| M.A. | <p>Psychology, University of Allahabad, India, 1996-1998<br/>         Major: Organizational Behavior<br/>         (Top 1% of the students in the master's degree program)</p>  |
| B.A. | <p>University of Allahabad, India, 1993-1996<br/>         Major: Psychology, English Literature</p>  |

### **Employment**

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| Assistant Professor | <p>Indian Institute of Management Bangalore (Nov, 2010-current),<br/>         Full-time, Permanent/Tenured<br/>         Area: Organizational Behaviour and Human Resources Management</p> |
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### **Research Interests**

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- Cross-cultural Management
- Cultural Diversity and Human Resource Management
- Culture and Motivation
- Methodological Issues in Cross-cultural Research
- International HRM

## Awards, Honors, Service

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- 2021-current Editorial Board, *Humanities and Social Sciences Communications*
- 2020-current Associate Editor, *Psychological Studies*
- 2015-2021 Associate Editor, *South Asian Journal of Human Resources Management*
- 2018 Research Grant (co-investigator) from State Government of India for field research on Kumbh Mela, Prayagraj, India.
- 2016-2019 Chair, Behavioural Sciences Lab, IIMB (estd.2016)
- 2014 Academy of Management Annual Meeting *Outstanding Reviewer Award* (Organizational Behavior Division)
- 2014 South Asian Journal of Human Resources Management *Excellence in Peer Review Award*
- 2013 Dewang Mehta Foundation Award for Best Professor in Human Resource Management
- 2012 Visiting Research Scholarship. Indian Institute of Management Bangalore
- 2010 University of Illinois at Chicago Graduate Student Council Travel Award
- 2008 Dean's Scholar Award, University of Illinois at Chicago. The Dean's Scholar Award is the most distinguished award that UIC offers to graduate students, in recognition of a student's scholarly achievement
- 2007 University of Illinois at Chicago Graduate Student Council Travel Award
- 2007 Nominated for the Christopher Keys Award for Early Outstanding Research, Department of Psychology, UIC
- 2006 Award-winning essay in the UIC Office of International Students sponsored International Education Week
- 2003 Indian School of Business Certificate of appreciation for outstanding contribution
- 2001 University Grants Commission (India) Eligibility for Lectureship in Psychology

## Publications

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**Tripathi, R.**, Bhullar, N. (2022) Seeking convergence between experimental and survey methods for investigating organizational behaviour in a virtually connected world. In R.C. Tripathi, B.R. Kar, N. Pande (Eds.) *Towards An Integrative Psychological Science: Issues, Approaches and Applications* (pp. 45-62).New Delhi: Springer

Anand, A., **Tripathi, R.**, Karumathil, A., & Kalra, T. (2021). Applying systematic bibliometric methods to track a journal's impact and review its knowledge contribution. *Global Knowledge, Memory and Communication*.  
<https://doi.org/10.1108/GKMC-04-2021-0064>

**Tripathi, R.**, Thite, M., Varma, A., Mahapatra, G. (2021) Appraising the revamped performance management system in Indian IT multinational enterprises: The employees' perspective. *Human Resource Management*, 1– 14.  
<https://doi.org/10.1002/hrm.22061>

Karumathil, A. A., & **Tripathi, R.** (2021). Culture and Attitudes Towards Euthanasia: An Integrative Review. *OMEGA - Journal of Death and Dying*.  
<https://doi.org/10.1177/0030222820984655>

**Tripathi, R.**, & Kumar, A. (2020). Humanistic leadership in the Tata group: the synergy in personal values, organisational strategy and national cultural ethos. *Cross Cultural & Strategic Management*. <https://doi.org/10.1108/CCSM-01-2020-0025>

Ramesh, G., **Tripathi, R.**, & Raj, P. (2020) Kumbh 2019: An Integrative Assessment. Report submitted to the Prayagraj Mela Pradhikaran, Uttar Pradesh State Government, India

**Tripathi, R.**, Bhullar, N. (forthcoming) Investigating Organizational Behaviour in a Virtually-connected World: The Relevance of Web- based Experimental Methods.

Book chapter submitted to Towards An Integrative Psychology For Human Welfare. Editors: R.C.Tripathi, Bhoomika R. Kar, Namita Pande. New Delhi: Springer

Singh, B., Selvarajan, T. T., & **Tripathi, R.** (2019). Psychological Empowerment and Employee Outcomes in Mexico: The Role of Individual Power Distance Orientation and Perceived Organizational Support. *SAM Advanced Management Journal*, 84(4),4.

**Tripathi, R.**, Cervone, D., & Savani, K. (2018) Are the Motivational Effects of Autonomy-Supportive Conditions Universal? Contrasting Results among Indians and Americans. *Personality and Social Psychology Bulletin*, 44 ( 9), 1287-1301.

Sorokowska, A., Sorokowski, P., Hilpert, P., Cantarero, K., Frackowiak, T., ... **Tripathi, R.**, ... Yoo, G. (2017). Preferred Interpersonal Distances: A Global Comparison. *Journal of Cross-Cultural Psychology*, 48(4), 577-592.

**Tripathi, R.** (2016). Motivation and values. In R.C.Tripathi and R. Dwivedi (Eds.), *Organisational Studies In India* (pp.37-60). New Delhi: Orient Blackswan.

Hilpert,P., Randall,A.K., Sorokowski, P., Atkins, D.C., Sorokowska, A.,... **Tripathi, R.**,...Yoo, G. (2016). The associations of dyadic coping and relationship satisfaction vary between and within nations: A 35-nation study. *Frontiers in Psychology*, 7,1106.

**Tripathi, R.** (2014). The science and art of learning about cultures: Descriptions, explanations, and reflections In conversation with Sri Sri Ravi Shankar, Founder, Art of Living. *IIMB Management Review*, 26, 122-129

Cervone, D., & **Tripathi, R.** (2009). The moral functioning of the person as a whole: On moral psychology and personality science. In D. Narvaez & D K. Lapsley (Eds.), *Moral Self, Identity, and Character: Prospects for New Field of Study* (pp.30-51). NY:Cambridge University Press.

**Tripathi, R.**, & Cervone, D. (2008) Cultural variations in achievement motivation despite equivalent motivational strength: Motivational concerns among Indian and American corporate professionals. *Journal of Research in Personality*, 42, 456-464.

### Conference Presentations and Chaired Symposia

Tripathi, R. & Karumathil, A. (2022) Humanistic Leadership and Sustainability: Exemplary Cases from Different Cultures [Panelist]. Academy of International Business, July 7-9, Miami, FL, USA.

Karumathil, A., & Tripathi, R. (2022) What Motivates Gig Workers? An Integrative Review and Research Agenda. 82<sup>nd</sup> Academy of Management Conference, Seattle, WA, Aug 5-9, 2022

Karumathil, A., & Tripathi, R. (2022) Combating Survey Bots: An Integrative Literature Review of Insights and Strategies.

- European Academy of Management 2022 Conference, Winterthur, Switzerland, Jun 15-17, 2022
- 82<sup>nd</sup> Academy of Management Conference, Seattle, WA, Aug 5-9, 2022

Karumathil, A., & Tripathi, R. (2022) Exploring Relatedness Among Skilled Gig Workers Using Textual Analysis of Twitter Feeds. Paper presented at the 7<sup>th</sup> Biennial Conference of Indian Academy of Management 2022 (Online, hosted at IIM Rohtak, 7-9 Jan, 2022)

- Tripathi, R., Thite, M., Varma, A., Mahapatra, G.(2020) Perceived Purposes of Performance Management Systems in Indian IT Multinational Enterprises: 'Should be' Aspirations Are Far Higher Than 'Is' and 'Was' Evaluations, APS Virtual Poster Showcase June 1-Sep 1, 2020 32nd APS Annual Convention
- Tripathi, R. (2019) Panelist, 'Humanistic Leadership in the Indian Context: Indigenous Values at Tata Group in India' Panel title: Global Comparisons: Examining Humanistic Leadership from Indigenous Lens, in Academy of International Business, June 24-27, in Copenhagen, Denmark.
- Tripathi, R. (2019) Facilitator, PDW 'Harnessing the Power of YouTube to Improve Student Engagement, Retention, and Sharing in Management Courses' Academy of Management 2019 Annual Meeting, August 9 - 13, in Boston, MA, USA
- Tripathi, R. (2018) Presenter, "Improving Student Lives Through International Teaching Collaborations" Academy of Management 2018 Annual Meeting, August 10 - 14, in Chicago, IL
- Srivastava, B.N., Joshi, C., Vohra, N., & Tripathi, R. (2018) Living and Learning Abroad: A Study of the Effects of Inter-Cultural Interaction, Affective Experience and Intent Related Outcomes among Sojourners on Academic Exchange to India. Poster presented at the 24th Congress of the Cross Cultural Psychology (IACCP), July 1-5, 2018, University of Guelph, Canada
- Tripathi, R., Savani, K, Cervone, D. (2016). Are Motivational Effects of Autonomy Universal? Contrasting Results among Indians and Americans. Academy of Management, Anaheim, USA, Aug 5<sup>th</sup>-9<sup>th</sup>, 2016.
- Tripathi, R (2016) (Paper Session Chair) Multiple Pathways to Motivation. Academy of Management, Anaheim, USA, Aug 5<sup>th</sup>-9<sup>th</sup>, 2016
- Tripathi, R. (2016). Investigating the Cross-cultural Dynamics of Work Motivation: An Experimental Approach, in Silver Jubilee (25<sup>th</sup>) Convention of National Academy of Psychology, Allahabad, India, Feb 2<sup>nd</sup>-5<sup>th</sup>, 2016.
- Tripathi, R (2016) (Symposium Chair) Organizational Behaviour in a Global Context: The Multiplex of Themes, Theories, and Methodologies. Silver Jubilee (25<sup>th</sup>) Convention of National Academy of Psychology, Allahabad, India, Feb 2<sup>nd</sup>-5<sup>th</sup>, 2016.
- Tripathi, R. & Savani K. (2013) Influence of Personal Freedom and External Control on Cognition and Motivation. Annual Convention of the Association for Psychological Science Washington D.C. USA, May 23-26th, 2013 (Symposium Co-chair)
- Tripathi, R., Savani, K., & Cervone, D. (2013). Value of autonomy and the norm of external control: Contrasting effects on the Motivation of Indians and Americans. 25th Annual Convention of the Association for Psychological Science, Washington D.C. USA, May 23rd-26th, 2013.
- Tripathi, R. (2013), Culture and Motivation. Culture and Cognition Lab, Department of Psychology, Stanford University
- Tripathi, R (2012) Employee Autonomy and Leadership. Invited Presentation in the Workshop on Asian Approaches to Leadership, Human Capital Leadership Institute and Singapore Management University, Singapore, Nov 28<sup>th</sup> -Dec 1<sup>st</sup>, 2012

- Chatterjee, M., Baumann, N., & Tripathi, R. (July, 2011) Interactions between self-regulation and the congruence of explicit and implicit motives: Effects on well-being in Germany and India (Paper presented at the International Association for Cross-Cultural Psychology, Istanbul, Turkey)
- Tripathi, R., & Cervone, D. (May, 2010) Motivation and self-regulation in cultural context. (Organizer and co-Chair of the symposium). Annual Convention of the Association for Psychological Science, Boston, U.S.A.
- Tripathi, R. (February, 2009). Contextual variations in conceptions of ‘community’ among Americans and Indians: A case of Differential Item Functioning (Poster presented at the annual convention of the Society for Social and Personality Psychology, Tampa, Florida)
- Tripathi, R. (March, 2008). Cultural variations in achievement motivation despite equivalent motivational strength: Motivational concerns among Indian and American corporate professionals, Annual meeting of Social Psychologists of Chicago, Loyola University, Chicago (U.S.A.).
- Tripathi, R., & Cervone, D. (April, 2007). Achievement motivation in workplace: Cultural Variations between Indian and American Corporate Professionals. (Poster presented At the Graduate Research Forum, University of Illinois at Chicago)
- Tripathi, R., & Cervone, D. (May, 2007). Achievement motivation in workplace: Indian corporate professionals are more other-oriented than Americans. (Poster presented at the annual convention of the Association for Psychological Science in Washington D.C)

### **Invited Presentations**

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| 2022 | Session Chair, OB Track, 7 <sup>th</sup> Biennial Conference of Indian Academy of Management 2022, IIM Rohtak (7-9 <sup>th</sup> Jan, 2022, <i>virtual</i> )  |
| 2021 | <i>Humanistic Leadership in the Tata Group</i> , in the undergraduate class Humanistic Philosophy and Modern Business, Nottingham University Business School China (April 19 <sup>th</sup> , 2021, <i>virtual</i> )   |
| 2021 | Session Chair, <i>Employee Engagement</i> , International Communication Management Conference on “Creativity & Culture for Management in a Changing World” ( 7 <sup>th</sup> -9 <sup>th</sup> January, 2021 at MICA, Ahmedabad, India, <i>virtual</i> )   |
| 2020 | (Eminent Speaker) <i>Dealing with Change: Psycho-social Adjustment versus Resentment</i> , M.D.P.G. College Pratapgarh U.P., India, in International Webinar on Changing Educational Scenario and Emerging Problems in context of COVID-19 (19 <sup>th</sup> -20 <sup>th</sup> June, 2020, <i>Virtual</i> ) |
| 2020 | (Panelist) <i>What the Editors Say</i> , Management Research in the Asian context: Opportunities and Challenges, Workshop hosted by BML Munjal University in Partnership with: Indian Academy of Management, Gurgaon, India, Jan 7 <sup>th</sup> , 2020   |

- 2019 *Cultural Intelligence in Indian Social Context*, Yale School of Management, New Haven, USA (Students of the Global Social Entrepreneurship Course) Dec. 4th, 2019
- 2019 *A Cultural Perspective on Motivation: Pushing the Theoretical and Methodological Boundaries*, Department of Psychology, University of Wisconsin at LaCrosse, USA, Nov. 22nd, 2019
- 2018 *Motivational Effects of Social Cues: A Web-based Experimental Approach to Studying Cultural Variations*. Presented at Christ-IIMB Behavioural Research Seminar 2, Christ (deemed-to-be University), 30th June, 2018.
- 2018 *Motivation in Cultural Context: The Dynamics of Autonomy and Obligations among Indians and Americans*. Presented at the University of Illinois at Chicago Social Psychology Colloquium Series, Chicago, April 25<sup>th</sup>, 2018
- 2016 *Theoretical Abstractions of Everyday Life: A Social Psychologist's Toolkit on Prevalence and Prevention of Biases and Stereotypes*, Syngene International Ltd, Bangalore, June 24<sup>th</sup>, 2016
- 2016 Moderator, Panel Discussion on *Ascent to Pinnacle*, Women in Management, IIMB, 9th Jan, 2016.
- 2015 1. Track Chair, *Women's Safety*, Centre for Public Policy Annual Conference, 4<sup>th</sup> August 2015  
2. Discussant, IMR Doctoral Conference, IIMB, 22-23 Dec, 2015
- 2014 *Leveraging Diversity to Business Results*, Technical Session, UGC-sponsored International Conference, Jyoti Nivas College, Bangalore. (30<sup>th</sup> Oct 2014)
- 2012 *Building the Campus-Corporate Connect*, CMR Institute of Management Studies, Bangalore National Symposium on Human Resource Management, Campus-Corporate-Conclave-2012-Learning from the Leaders)

## Media Mentions

### Research Coverage:

- SciPod Global (June 30, 2020). The Effects of Autonomy on Motivation in Different Cultures  
<https://www.scipod.global/the-effects-of-autonomy-on-motivation-in-different-cultures-dr-ritu-tripathi/>
- Live Mint (May 04, 2011) Stories of Choice in India and the US  
<https://www.livemint.com/Opinion/d5glDhTAFi1JQQJa43IdON/Stories-of-choice-in-India-and-the-US.html>
- Times of India (Jan 13, 2019) IIMB team to study Kumbh Mela management and demographics  
<https://timesofindia.indiatimes.com/city/bengaluru/iimb-team-to-study-kumbh-mela-management-and-demographics/articleshow/67508551.cms>

### Government of India Portal

- Promoting Behaviour Change for Strengthening Waste Segregation at Source  
<https://www.niti.gov.in/documents/reports>

**Comments/Opinion Pieces:**

- The Daily Guardian (March 13<sup>th</sup>, 2021) Waste is a resource when we segregate it at source by Saloni Goel and Ritu Tripathi <https://thedailyguardian.com/waste-is-a-resource-when-we-segregate-it-at-source/>
- Forbes India (July 20,2020) The Decision-Making Side to WFH Productivity <https://www.forbesindia.com/article/iim-bangalore/the-decisionmaking-side-to-wfh-productivity/60931/1>
- IIMB Turn, Turn, Turn Blog (June 02, 2020) Fire Hazard or Covid-19: A Cultural Nudge to Prevent Safety Violations by Ritu Tripathi and Uday Vijayan [https://www.iimb.ac.in/turn\\_turn/fire-hazard-Covid-19.php](https://www.iimb.ac.in/turn_turn/fire-hazard-Covid-19.php)  
[https://www.iimb.ac.in/turn\\_turn/collectivism-indian-perspective.php](https://www.iimb.ac.in/turn_turn/collectivism-indian-perspective.php)  
[https://www.iimb.ac.in/turn\\_turn/power-distance-indian-perspective.php](https://www.iimb.ac.in/turn_turn/power-distance-indian-perspective.php)
- People Matters (June 01, 2020). Future of work: Post-pandemic workplace scenarios by Rahul De and Ritu Tripathi <https://www.peoplesmattersglobal.com/article/life-at-work/future-of-work-post-pandemic-workplace-scenarios-25849>
- Forbes India (July 12, 2017) Global Network Week: A model for multicultural teams. <https://www.forbesindia.com/article/iim-bangalore/global-network-week-a-model-for-multicultural-teams/47127/1>
- Knowledge at Wharton (Nov 7, 2011) Labor Pains Continue at Maruti Suzuki <https://knowledge.wharton.upenn.edu/article/labor-pains-continue-at-maruti-suzuki/>
- Quartz India (Jan 11, 2016) There is Another Way for Delhi to Curb its Dangerous Pollution Levels <https://qz.com/india/583649/as-delhi-adopts-the-even-odd-model-working-from-home-could-work/>

**Teaching**

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Long Duration Programmes (Degree-granting)

**Doctoral/FPM:** *Cross-cultural Research in Management*  
(New Course Offering: 2015 onwards)

**MBA Core Course:** *Managing People and Performance in Organizations*  
PGP 2011-2016, EPGP 2018-20

**MBA Elective:** *Cross-cultural Management*  
(New Course Offering 2011 onwards)  
*Business Planning for International Markets (Singapore)*  
(New Course offering, co-taught with  
Prof.Shibhashish Gupta) PGP Elective, 2014-2015

**Executive Education Programme (EEP)**

GNAM Small Network Online Course

[Leadership in a Virtually Connected World](#) ( New Course offering Oct 26-Dec 17, 2020)

(Program Director and Instructor Designed for the Yale School of Management Global Network for Advance Management hosted Network Course for Member Schools)

**International Business Executives :**

- March 2017, 2019, 2021 Program Director and Instructor: Responsible for design, coordination, teaching of the week-long course for global participants of Yale University's Global Network for Advance Management, Global Network Week:  
Course Title: Managing Across Cultures: Cultural Competence for Global Business Managers  
<http://advancedmanagement.net/iimb-gnw-mar-2017>  
<http://www.iimb.ac.in/gnam/week-ph>
- Feb, 2019 IESE, Barcelona's Michelin Executive Leadership Program: Program Director for the Bangalore module
- The European Aeronautic Defence and Space Company (EADS)
- George Town University-ESADE Global Executive MBA
- HEC-Paris, Masters in Human Resource Management

**Business Executives Employed in India:**

- Nissan-Renault, Goldman Sachs, Siemens, Bosch, Yahoo, Stanley Black & Decker, Syntel, Atlas-Copco, General Management for IT Professionals, and General Management for Entrepreneurs and Family Business Owners.

Siemens Key Talents

Accenture Leadership Development Programme for Accenture

**Doctoral Supervision**

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**Doctoral Dissertation Chair/Committee Member, IIMB**

2020-2022(Co-Chair)

Anjana Karumathil (OB/HRM)

Dissertation Title: 'Cyber' Connected? : Empirically Investigating Relatedness as a Motivational Need among Skilled Gig Workers

2020-current (DAC Member)

Sowmya Kini (Information Sciences)

Dissertation Title: Essays on Trust in Online Platforms

2017-2019 (DAC Member)

Aishwarya Ramasundaram (Marketing)

Dissertation Title: Essays on Consumer Behaviour in an Online Shopping Environment

2017-2020 (DAC Member)



Tanvi Gupta (Marketing)

Dissertation Title: Understanding How Culture Shapes Cognitive Responses to Brand Aesthetics

2015-2019 (DAC Member)

Sweta Singh (OB/HRM)

Dissertation Title: Organizational Career Management Practices as Predictor of Career Satisfaction & Intention to Quit

### External Examiner

2017 Smita Chaudhry, Fellow, Indian Institute of Management Calcutta, India  
Dissertation Title: Vendor Response to Client Opportunism: Studies in the Indian IT Services Industry

2016 Postgraduate Institute of Management, University of Sri Jayewardenepura, Colombo, Sri Lanka  
Dissertation Title: The Effect Of Perceived Organizational Support On Employees' Intention To Participate In Non-Mandatory Training In Sri Lankan Business Organizations

2015 Caren Rodrigues, Fellow, Indian Institute of Management Bangalore, India  
Dissertation Title: The Effects of Country – Level Factors on Expatriate Outcomes

### Administrative Service to the Institute

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2019-current Member, IIMB Institutional Review Board (IRB)  
2020-2022 Member, Office of Diversity and Inclusion  
2018-2020 Member, Executive Post Graduate Programme (EPGP) Committee  
2016-2019 Chair, Behavioural Science Lab  
2016-2019 Member, Centre for Software and Information Technology Management (CSITM) Committee  
2015-2019 Member, CPP Internal Ethics Committee (for review of ethical guidelines in human subject research)  
2014-2017 Member, Internal Committee (Gender Sensitivity)  
2014-2017 Member, Post Graduate Program in Public Policy (PGPPM) Committee  
2013-2018 Member, IIMB Campus Creche Committee  
2012-2014 Member, IIMB Admissions Committee

### Professional Service

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March 2021-current Editorial Board, *Humanities and Social Sciences Communications*  
Sep 2020- Associate Editor, *Psychological Studies*  
March 2015-2021 Associate Editor, *South Asian Journal of Human Resource Management*

Ad-hoc reviewer: *Personality and Social Psychology Bulletin*, *Academy of Management Conference*, *Journal of Research in Personality*, *IIMB Management Review*, *Psychological Studies*, *IMR Doctoral Conference*, *Psychology and Developing Societies*

Member: Psi-Chi National Honor Society in Psychology, Academy of Management, Association for Psychological Science