

ANANYA SYAL

Assistant Professor
 Organizational Behaviour and Human Resources
 Indian Institute of Management Amritsar
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EDUCATION

Ph.D. in Management Area: Organizational Behaviour Indian Institute of Management Ahmedabad	2016-2022
M.A. in Psychology Department of Psychology, North Campus University of Delhi	2013-2015
B.A. (Honours) in Psychology Jesus and Mary College, South Campus University of Delhi	2010-2013
AISSCE (Class XII) Delhi Public School Noida Central Board of Secondary Education (CBSE)	2010
AISSE (Class X) Delhi Public School Noida Central Board of Secondary Education (CBSE)	2008

FIELDS OF INTERESTS (RESEARCH AND TEACHING)

My area of research interest encompasses a broad range of aspects critical in organizational behaviour and psychology. I explore issues at the individual, team, and organizational levels using quantitative and qualitative tools and primarily works in creativity and innovation, leadership, business ethics and sustainability, emotions at the workplace, issue in knowledge management, diversity and inclusion, employee wellbeing, and behavioural economics and psychology. I use psychological theories and principles to work life and everyday issues and applies them in my research to create a comprehensive understanding of these interconnected domains contributing to the development of individuals, teams, and organizations that prioritize creativity-innovation, ethics, leadership, inclusivity, and the overall holistic well-being.

My teaching interests include individual behaviour at work and micro-OB issues, interpersonal and group dynamics, organization structure, processes and design, leadership, business ethics, managing diversity and inclusion, social psychology, employee wellbeing and safety and cross-cultural management.

RESEARCH EXPERIENCE

Case study:

1. **Syal, A.**, & Gupta, V., (2023). Examining the Linkages between Leader Humility, Leader Envy, and Innovation: A Study of R&D Teams. In Sage Research Methods: Business. SAGE Publications, Ltd., <https://doi.org/10.4135/9781529630350>

Book chapters:

1. **Syal, A.** & Gupta, V. (2021). Leveraging social media to enable leadership during crises: Linking TREAT leader behaviors and BOAT leader attributes. In A. Akande, B. Adetoun, & M. Adewuyi (Eds.), *The global nature of organizational science phenomena: Sociocultural, environmental, and political context perspectives on international organizational behaviour issues*. Hauppauge, NY: Nova Science Publishers.
2. D'Cruz, P., Noronha, E., & **Syal, A.** (2018). 'Varieties of Workplace Bullying' in India: Towards a Contextualized Understanding. In *Indian perspectives on workplace bullying: A decade of insights* (pp. 1-32). Singapore: Springer.

Conference presentations, workshop presentations, and related publications:

1. Presented a paper: **Syal, A.** (2024). Leading for Employee Wellbeing at the Workplace: A Review of Literature and Conceptual Model at Work. 33rd Annual Convention of the National Academy of Psychology, Gandhi Institute of Technology and Management (GITAM), Visakhapatnam, Andhra Pradesh, India, 14-16 February 2024.
2. Presented a paper: **Syal, A.** (2024). Fostering Innovation through Inclusivity in Micro Small and Medium Enterprises. 3rd International Conference on Management of MSME, IIM Amritsar, Punjab, India, 19-21 January 2024.
3. Presented a paper: **Syal, A.** (2024). Inclusive Leadership and Employee Wellbeing in MSMEs. 3rd International Conference on Management of MSME, IIM Amritsar, Punjab, India, 19-21 January 2024.
4. Presented a paper: **Syal, A.** & Dwibedy, P. (2023). Necessity Entrepreneurship and Innovation Adoption During COVID-19: The Moderating Role of Side-Hustling. British Academy of Management (BAM) Conference 2023, University of Sussex Business School, Brighton, United Kingdom, 05-06 September 2023.
5. **Syal, A.** (2023). Bridging the Gap: Consumer Choices and Sustainable Packaging. Business Research Proceedings (RISM2023 Proceedings). <https://doi.org/10.51300/BRP-2023-97>
6. Presented a paper: **Syal, A.** (2023). Bridging the Gap: Consumer Choices and Sustainable Packaging. 1st Research Innovations in Sustainable Marketing: A Global Virtual Symposium, Shidler College of Business, Hawaii, USA, 14-16 March 2023.
7. Presented a paper: **Syal, A.** (2023). Diverse Workforce and their Struggle for Inclusion at Work. 32nd Annual Convention of the National Academy of Psychology: Building a Resilient and Responsible World: Emerging Trends in Psychology, Ahmedabad University, Ahmedabad, Gujarat, India, 3-5 March 2023.
8. Presented a paper: **Syal, A.** (2023). Servant Leaders and Business Model Innovation in Micro Small and Medium Enterprises. 2nd International Conference on Management of MSME, IIM Amritsar, Punjab, India, 21-23 January 2023.
9. Presented a paper: **Syal, A.** (2022). Leading Innovation in R&D Teams: A Moderated-

Mediation Analysis at the 2022 2nd Annual International Research Conference and Doctoral Workshop, IIM Lucknow, Noida Campus, India, 07-11 December 2022 - The paper was chosen for the Best Paper Award in Organization Behaviour/Human Resource Management.

10. **Syal, A.** (2019). The Role of Envy and Perceived Ethical Climate in Responsible Leadership and Employee Outcomes. *Academy of Management Global Proceedings* (2019), 395. (Abstract)
11. **Syal, A., & Dwibedy, P.** (2018). "I Need You": Critical Resources and New Venture Survival - A Resource Dependence Framework. *Academy of Management Global Proceedings* (2018), 116. (Abstract)
12. Presented a paper: **Syal, A., & Dwibedy, P.** (2018). "I Need You": Critical Resources and New Venture Survival - A Resource Dependence Framework at the 2018 Academy of Management Specialized Conference: From Start-Up to Scale-Up, Tel Aviv, Israel, 17-19 December 2018.
13. Presented a paper at the 'International Conference on Public Health: Issues, Challenges, Opportunities, Prevention, Awareness (Public Health: 2016)', organized by Daulat Ram College, University of Delhi, New Delhi, India, and Krishi Sanskriti, New Delhi, India. Published in *Krishi Sanskriti Publications*, 2, 337-342.

Workshops and webinars:

1. Participated in the 44th Faculty Development Programme at IIM Ahmedabad in Pedagogy & Research Methods Module from 08 April to 22 May 2024.
2. Attended the World IP Day Webinar 2023 on Women and IP: Accelerating Innovation and Creativity. On 26 April 2023 by Turnip Innovations Private Limited.
3. Participated in the workshop on 'Multilevel modelling using R and SPSS' held online on October 4 - 9, 2021, by SkillsEdge.
4. Participated in the Teaching Workshop for Doctoral Students at the Indian Institute of Management Bangalore (IIMB) from February 1 - 3, 2021.
5. Presented a paper: **Syal, A., & Dwibedy, P.** (2018). "I Need You": Critical Resources and New Venture Survival - A Resource Dependence Framework at the 2019 Academy of Management Journal Idea and Paper Development Workshop, Ahmedabad, India, 18-19 April 2019.
6. Attended a two-day seminar on 'Innovative Implementation Strategies' for Gujarat's State Highway Project on 04 and 05 September 2019 in Gandhinagar, Gujarat.

WHO COVID Resource:

1. **Syal, A. & Gupta, V.** (2021). Leveraging social media to enable leadership during crises: Linking treat leader behaviours and boat leader attributes. *Emerging Trends in Global Organizational Science Phenomena: Critical Roles of Politics, Leadership, Stress, and Context*, 359-373. <https://pesquisa.bvsalud.org/global-literature-on-novel-coronavirus-2019-ncov/resource/en/covidwho-1469291>

TEACHING EXPERIENCE

MBA/MBA-HR/MBA-BA Programme Teaching: Course Instructor

Creating and Sustaining Effective Teams

MBA, Ist year core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

Organization Structure and Processes

MBA, Ist year core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

Business Ethics

MBA, IInd year core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

Employee Wellbeing and Safety

MBA, IInd year elective course; MBA-HR core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

Cross Cultural Management

MBA, IInd year elective course; MBA-HR core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

Cross Cultural Issues and International Human Resource Management

MBA, IInd year elective course; MBA-HR core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

Managing People and Organizations

MBA-BA, Ist year core course

Area: Organizational Behaviour and Human Resources

Indian Institute of Management Amritsar

MDP/FDP Teaching: Session Instructor

Interpersonal Skills and Workplace Management

Faculty Development Programme for Junior and Senior Faculty Cohort

Theme: Academic Leadership - Pathways to Achieve Academic Excellence

Shri Vishwakarma Skill University

Creating and Sustaining Effective Teams

Faculty Development Programme for Junior Cohorts

Theme: Leading for Achieving Academic Excellence

Guru Angad Dev Veterinary and Animal Science University, Ludhiana

Leading High Performance Work Teams

Faculty Development Programme for Senior Faculty Cohorts

Theme: Academic Leadership

Guru Angad Dev Veterinary and Animal Science University, Ludhiana

Understanding Self

Management Development Programme for Newly Qualified Chartered Accountants
Theme: Management Development
ICAI Hyderabad

Teaching Assistantship

Organizational Dynamics

MBA, 1st year course
Course instructor: Prof. Vishal Gupta
Area: Organizational Behaviour
Indian Institute of Management Ahmedabad

Human Resource Management - I

e-PGP, 1st year course
Course instructor: Prof. Biju Varkkey
Area: Human Resources Management
Indian Institute of Management Ahmedabad

ADMINISTRATIVE EXPERIENCE

1. Student Affair Co-Chairperson for 2024-2025 at IIM Amritsar
2. MBA-HR Chairperson for 2023-2024 at IIM Amritsar
3. Centre coordinator for The Rekhi Centre of Excellence For The Science Of Happiness at IIM Amritsar.
4. Coordinated and planned the following at IIM Amritsar on behalf of The Rekhi Centre of Excellence For The Science of Happiness at IIM Amritsar:
 5. Prof. Raj Raghunathan's Talk
 6. Dr. Rekhi's Talk At ICMM 2024
 7. Ex-Officio Member of the following committees: MBA Programme Committee, Ranking and Accreditation Committee, and Curriculum Review and Design Committee
8. The Hope Project with the District Administration and Punjab Police-A Drug Eradication Initiative on behalf of IIM Amritsar.
9. Social Involvement Project Mentor with MBA, MBA-HR, and MBA-BA students at IIM Amritsar.
10. Integrated Field Project Mentor for MBA-HR students at IIM Amritsar.

PROFESSIONAL SERVICE

1. Reviewer for the 83rd Annual Meeting of the Academy of Management (2023)
2. Reviewer for *Vikalpa: The Journal for Decision Makers* - Sage
3. Reviewer for *Metamorphosis: A Journal of Management Research* - Sage
4. Reviewer for the 79th Annual Meeting of the Academy of Management (2019)

INDUSTRY EXPERIENCE

Vox Populi Research Private Limited

01 June 2015-21 September 2015

Research Executive

Fabindia Overseas Private Limited

02 June 2014-23 July 2014

Training Intern in HR Department

ACHIEVEMENTS

1. Recipient of U.G.C. National Eligibility Test and Junior Research Fellowship (2014-2015) in the first attempt.
2. Recipient of the Lala Jugal Kishore Jagdish Prasad Memorial Prize (2014-2015), selected by the Indraprastha College for Women for securing the highest marks in M.A. (Final)-Psychology.
3. Secured first position in the 'Organizational Behaviour' field in M.A. Psychology, the University of Delhi-North Campus
4. Secured second position in M.A. Psychology (2013 - 2015), Delhi University - North Campus
5. Recipient of the Lala Jugal Kishore Jagdish Prasad Memorial Prize (2013-2014), selected by the Indraprastha College for Women for securing the highest marks in M.A. (Previous)-Psychology.
6. Recipient of the Geeta Chopra Memorial Award, selected by Jesus and Mary College for being the best student.
7. Recipient of the Sunit Saral Award for the best student in IIIrd year, the Psychology department at Jesus and Mary College.
8. Secured the first position in Jesus and Mary College in Psychology (Honours) in 2010-2011.
9. Certificate awarded for securing first division and fourth position in the University of Delhi, South Delhi Campus for 2010-2011.
10. Membership of the Golden Key International Honour Society awarded based on academic achievement in graduation (2010-2013).

11. Certificate awarded in IIIrd year (2012-2013) of graduation in recognition of good conduct, application, regularity, and class discussion participation.
12. Certificate awarded in IInd year (2011-2012) of graduation in recognition of class participation.
13. Certificate awarded in Ist year (2010-2011) of graduation to recognize the application of psychological concepts and class participation.
14. Certificate awarded in recognition of sincere and dedicated service to Jesus and Mary College Education Programme from 2010-2013.
15. Topped in Humanities stream in class XIIth board exams in Delhi Public School, Noida, out of 323 students, held in March 2010.
16. Gold medallist in Delhi Public School, Noida, for academic excellence.
17. Scholar in school for six consecutive years (2003-2009).

EXTRA-CURRICULAR

1. Certificate awarded in recognition of sincere and dedicated service to Jesus and Mary College Education Programme from 2010-2013.
2. Certificate awarded by Udyan care in recognition for demonstrating positive action to ensure a better life for those less fortunate by Udayan Care.