

# Ravishankar Venkata Kommu

✉ ravishankarvk13@iimcal.ac.in

## EDUCATION

---

---

### Indian Institute of Management Calcutta

Kolkata, West Bengal

PhD in Management (Specialization: *Human Resource Management*)

2020

Dissertation Title: Academic Careers in an Indian Context

Dissertation Supervisors: Debashish Bhattacharjee and Amit Dhiman

### Indian Institute of Technology Madras

Chennai, Tamil Nadu

Integrated Masters

2007-2012

*English Studies*

CGPA 7.1/10

## RESEARCH

---

---

### Book Chapter

- Kommu, Ravishankar V. & Dhiman, Amit (2020) "The changing nature of academic careers in management education in India" In *Career Dynamics in a Global World*. Cheltenham, UK: Edward Elgar Publishing. doi: <https://doi.org/10.4337/9781789901504.00025>

### Peer-Reviewed Publications

- Bhattacharjee, Debashish and K.V. Ravishankar, "What Do MBA Students Think of Teacher Evaluations?", *Indian Journal of Industrial Relations*, 51, no. 4 (2016): 646-59.

### Conference Presentations

- Jain, Amit, Kommu, Ravishankar V., Sharma, Divya (2019, July 4<sup>th</sup>-6<sup>th</sup>). '*Kafkaesque*' experiences of visually impaired bankers in India, presented at the 35th European Group on Organization Studies (EGOS) Colloquium, Subtheme: Politics of Equality, Diversity and Inclusion at Work, Edinburgh, United Kingdom
- Kommu, Ravishankar V. (2018, December 14<sup>th</sup>-15<sup>th</sup>), *Academic Careers and Social Realities in India: A sociological approach to careers*, at the XLRI International Conference on the Changing Nature of Careers: Implications for a Sustainable World, Jamshedpur, India.
- Kommu, Ravishankar V. (2017, August 4<sup>th</sup>-9<sup>th</sup>), *Academic Careers in an Indian Context*, at the Academy of Management Annual Meeting, Atlanta, Georgia, United States doi:10.5465/AMBPP.2017.17186abstract.
- Bhattacharjee, Debashish and Ravishankar K.V. (2015, June 8<sup>th</sup> -10<sup>th</sup>), *What do MBA students think of teacher evaluations? Initial findings from two Indian business schools*, at the 2nd International Conference on Education, Social Sciences and Humanities, Istanbul, Turkey.
- Kommu, Ravishankar V. (2016, December 29<sup>th</sup> - 31<sup>st</sup>), *Antecedents of Boundaryless Careers: Issues of agency and context*, at the 26<sup>th</sup> Conference of National Academy of Psychology (NAOP) "Psychology and Future Of Work", IIT Madras, Chennai, Tamil Nadu.

## Research in Progress

- “Academic Careers in an Indian Context” with Debashish Bhattacharjee, Amit Dhiman (Targeted at *Human Relations*, an FT 50 Journal)
- “An Analysis of Bureaucratic Careers using Optimal Matching Analysis”, with Amit Dhiman (Targeted at *Journal of Vocational Behaviour*)
- “‘Kafkaesque’ Experiences of Visually Impaired Bankers in India”, with Amit Jain and Divya Sharma (Targeted at *Organization Studies*)

## Research Interests

- Career Studies
- CEO Compensation
- Sociology of Work
- Critical Management Studies

## Professional Service

- Reviewer for the Academy of Management Meetings in 2017 and 2019

## TEACHING EXPERIENCE

---

### Courses Taught at Indian Institute of Management Amritsar

- Talent Management and Development (Core)
- HR Analytics (Elective)
- Human Resource Planning and Talent Acquisition (Core)
- OB-II Creating and Sustaining Teams (Core)
- Recruitment and Selection (MBA-HR Core)

## PROFESSIONAL EXPERIENCE

---

- Organization: Turbo Energy Ltd., (A TVS Group Company)  
Employment Duration: September 2012 – May 2013 (9 months)  
Role: Junior Officer  
Responsibilities: Supply Chain Scheduling, Preparation of RFQs and Summary Reports
- Organization: DOC Medical Services Ltd.  
Employment Duration: May 2012- August 2012 (3 months)  
Role: Executive Assistant to MD  
Responsibilities: Day to day management of Operations, Sales