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Teaching

IIM Amritsar (MBA)

1. Negotiation and conflict resolution (MBA elective)
2. Organization change and development (MBA elective)
3. OB3—Organization Structure and Processes
4. Written analysis and communication

MDI Gurgaon (PGP and FPM)

1. Organization design and change (PGPM, NMP)
2. Organization behavior-II (PTPGPM)
3. Organization planning and design (PGPIM)
4. Advanced organization design and change (PhD, co-teaching with Prof. Madhushree Nanda Agarwal)
5. Culture, institutions and organizations (PhD, co-teaching with Prof. R.K. Gupta)

Indian Institute of Management (PGP and FPM)

1. Managing organizations (PGP)
2. Organization structures and processes (PGP)
3. Leadership and change management (PGP)
4. Organization behavior (PGP)
5. Organizational analysis (PGP)
6. Negotiations (PGP)
7. Management of service organizations (PGP)
8. History of management thought (PhD)
9. Classics in management (PhD)

Publications – Articles, Book Chapters, Conference Proceedings

1. Gupta, A., Goel, A., & Bande-Vilela, B. (2021). Role of empowerment and interpersonal relations in reducing cynicism and politics among Indian IT workers. *Vision: The Journal of Business Perspective* (<https://doi.org/10.1177/09722629211029008>) **(ABDC-C)**.
2. Bamel, U. K., Pandey, R., & Gupta, A. (2020). Safety climate: Systematic literature network analysis of 38 years (1980-2018) of research. *Accident Analysis & Prevention*, Vol. 135, February 2020, p. 1-16. (<https://doi.org/10.1016/j.aap.2019.105387>) **(ABDC-A*)**
3. Ramamoorthy, N., Yu, C., Kulkarni, S., Gupta, A., & Mkamwa, T. (2019). An examination of attributions, performance rating, and reward allocation patterns: A comparative study of China, India, Tanzania, and the United States. *South Asian Journal of Human Resource Management*, Vol. 6, Issue 2, p. 202-221. (<https://doi.org/10.1177/2322093719849970>) **(ABDC-C)**
4. Ramamoorthy, N., Kulkarni, S.P., & Gupta, A. (2015). To bribe or not to bribe: Determinants in the Indian context. *European Management Review*, 12:4, 247-259. (<https://doi.org/10.1111/emre.12053>) **(ABDC-B)**
5. Ramamoorthy, N., Flood, P.C., Kulkarni, S.P. & Gupta, A. (2014). Individualism-collectivism and tenure intent among knowledge workers in India and Bulgaria: Moderating effects of equity perceptions and task interdependence. *Journal of High Technology Management Research*, 25: 201-209. (<https://doi.org/10.1016/j.hitech.2014.07.005>) **(ABDC-C)**
6. Goel, Abhishek, Gupta, Amit and Bande-Vilela, Belen (2014). It's all in interpersonal interactions: Empowerment, organizational cynicism, and perception of organizational politics, (p. 418-427), *Values in Shock: The role of contrasting management, economic, and religious paradigms in the*

- workplace, Jorge F. S. Gomes & Joaquim P. Coelho (Eds.) Published by ISSWOV - International Society for the Study of Work & Organizational Values, Department of Management and Marketing, Louisiana State University Shreveport, One University Place, Shreveport, LA 7115-2399, USA. (p. 418-427).
7. Kulkarni, S., Gupta, A., & Ramamoorthy, N. (2013). Designing effective work teams in a transnational context: Challenges and opportunities. Current Issues of Business and Law, 8:17-29. (Published by the International School of Law and Business, Laisves av.58, Vilnius, Lithuania.)
 8. Ramamoorthy, N., and Gupta, Amit (2013). The effect of psychological contract fulfillment (PCF) on affective and normative commitment among Indian and Bulgarian employees, Changes in Social and Business Environment, Proceedings of the 5th International Conference, November 7-8, 2013, Kaunas University of Technology, Panevėžys Institute, Lithuania. (p. 136-140).
 9. Srinivasan, Vasanthi and Gupta, Amit (2013). Women professionals in the software services sector in India, (pp. 353-368), Handbook of Research on Promoting Women's Careers, Susan Vinnicombe, Ronald J. Burke, Stacy Blake-Beard and Lynda L. Moore (eds.), Edward Elgar publisher. (<https://www.elgaronline.com/view/9780857938954.00026.xml>)
 10. Bala, Madhu, Chalil, G.R.B., and Gupta, Amit (2012). Emic and Etic: Different Lenses for Research in Culture: Unique Features of Culture in Indian Context, Management and Labour Studies, February 2012 vol. 37 no. 1 45-60. (DOI: 10.1177/0258042X1103700105) **(ABDC-C)**
 11. Gupta, Amit & Prabhu, Ganesh N., (2011). Governance of IIMs: A Critique of the Bhargava Committee Report. Economic & Political Weekly, April 23, 2011 vol xlvi no 17. (<https://www.jstor.org/stable/41152124>) **(ABDC-B) (SJR Index – 48)** (<https://www.scimagojr.com/journalsearch.php?q=19957&tip=sid&clean=0>)
 12. Ramamoorthy, N., Kulkarni, S., Gupta, Amit, & Flood, P. C., (2007). Individualism - Collectivism orientation and employee attitudes: A comparison of employees from the high technology sector in India and Ireland. Journal of International Management, Vol. 13, no. 2, June, pp. 187-203. (<https://doi.org/10.1016/j.intman.2006.11.002>) **(ABDC-A)**
 13. Gupta, Amit and Gannon, M. J. (2007). Effects of service climate on service quality: An integrative model. International Journal of Services Technology and Management, Vol. 8, no. 2/3, pp. 174-187. (doi: 10.1504/IJSTM.2007.012867) **(SJR Index – 22)** (<https://www.scimagojr.com/journalsearch.php?q=19699&tip=sid&clean=0>)
 14. Gannon, Martin J., Locke, Edwin A., Gupta, Amit, Audia, Pino, and Kristof-Brown, Amy L., (2005). Cultural Metaphors as Frames of Reference for Nations: A Six-Country Study, International Studies of Management & Organization, Winter 2005/06, Vol. 35 no. 4, pp. 37-47. (DOI: 10.1080/00208825.2005.11043744) **(ABDC-B)**
 15. Ramamoorthy, N., Gupta, Amit, Sardesai, R. M., & Flood, P. C., (2005) Individualism / Collectivism and Attitudes towards Human Resource Systems: A Comparative Study of American, Irish and Indian MBA Students. International Journal of Human Resource Management, 16, 852-869. (DOI: 10.1080/09585190500083459) **(ABDC-A)**
 16. Gupta, Amit, and Thomas, J. (2004). India: The dance of Shiva. In Martin J. Gannon and Associates, Understanding Global Cultures, Thousand Oaks, Sage Publication, USA. (1st edition – 1994, 2nd edition – 2003 and 3rd edition – 2004).
 17. Gupta, A. (2004). Book Review “The Dynamics of Knowledge Regime: Technology, Culture and Competitiveness in USA and Japan” by Dengjian Jin, London: Continuum, 2001, 321 pp, Hardback (ISBN: 0-8264-5453-4)", Journal of Cross Culture Management, Vol 4, Issue 1, pages 123-126.
 18. Gupta, Amit, Ramamoorthy, N., Taylor, M. S., & Premack, S., (2003). Antecedents of Met Expectations of Newcomers: A longitudinal Analysis. South Asian Journal of Management, Vol. 10, Issue 3, p 7-18, AMDISA Secretariat, Plot No. 1228, Road No. 60, Jubilee Hills, Hyderabad – 500 033, India). **(ABDC-C)**
 19. Gupta, Amit, and Tuttle, T. C., (1995). Work Restructuring Interview Guide: Judging the Quality and Effectiveness of Work Restructuring Consultants. Published by National Alliance of Business under Grant Number F-4357-3-00-80-60 by the U. S. Department of Labor.
 20. Gupta, Amit (1995). Success stories of past U. S. Senate Productivity Award recipients. The Maryland Workplace, Vol. 16, 2.

21. Gupta, Amit (1992). Facing the challenge of change. The Maryland Workplace, Vol. 14, 1.

Publications – Cases

1. Chawla, Sonam and Gupta, Amit (2014) Managing Talent at Seven Oaks School. Case Reference no. 414-127-1. Published by Case Center, Cranfield University, Wharley End, Beds MK43 0JR, UK (<https://www.thecasecentre.org/main/products/view?id=124936>)
2. Gupta, Amit and Joseph, Amita (2012) Livelihood Advancement Business School. Case no. 9B12M101, Published by Ivey Case Bank, Richard Ivey School of Business, University of Western Ontario. (<https://www.iveycases.com/ProductView.aspx?id=56566&CM=true&HID=335>)
3. Gupta, Amit and Joseph, Amita (2012) MSPL Limited: CSR and sustainability in mining. Case no. 9B12C023. Published by Ivey Case Bank, Richard Ivey School of Business, University of Western Ontario. (<https://www.iveycases.com/ProductView.aspx?id=54732>)
4. Gupta, Amit and Saxena, Kshitij (2011) Sumeru software solutions: creating a culture of serene dynamism, Case no. 9B11C036, Published by Ivey Case Bank, Richard Ivey School of Business, University of Western Ontario. (<https://www.iveycases.com/ProductView.aspx?id=52026>)
5. Gupta, Amit and Srinivasan, Vasanthi (2011) Sports Goods Foundation of India (SGFI): Collective response to CSR issues - Part A: FIFA and the Genesis of SGFI, published in A Compendium of Business Case Studies on Responsible Business Practices, An IICA-GIZ CSR Initiative, 2011. (<http://www.teachcsr.com/userfiles/linkfiles/Final%20Compendium.pdf>) (listed in SSRN: <http://papers.ssrn.com/abstract=2123044>)
6. Gupta, Amit and Srinivasan, Vasanthi (2011) Sports Goods Foundation of India (SGFI): Collective response to CSR issues - Part B: UNIDO and Cluster Development, published in A Compendium of Business Case Studies on Responsible Business Practices, An IICA-GIZ CSR Initiative, 2011. (<http://www.teachcsr.com/userfiles/linkfiles/Final%20Compendium.pdf>) (listed in SSRN: <http://papers.ssrn.com/abstract=2123044>)
7. Gupta, Amit and Srinivasan, Vasanthi (2011) Sports Goods Foundation of India (SGFI): Collective response to CSR issues - Part C: The Future of SGFI, published in A Compendium of Business Case Studies on Responsible Business Practices, An IICA-GIZ CSR Initiative, 2011. (listed in SSRN: <http://papers.ssrn.com/abstract=2123044>)
8. Gupta, Amit and Srinivasan, Vasanthi (2011) Suzlon Foundation: Engage, Empower, Sustain published in A Compendium of Business Case Studies on Responsible Business Practices, An IICA-GIZ CSR Initiative, 2011. (listed in SSRN: <http://papers.ssrn.com/abstract=2123039>) (<http://www.teachcsr.com/userfiles/linkfiles/Final%20Compendium.pdf>)
9. Gupta, Amit and Srinivasan, Vasanthi (2011) When Principles pay: Tata Power Plant Mundra, published in A Compendium of Business Case Studies on Responsible Business Practices, An IICA-GIZ CSR Initiative, 2011. (listed in SSRN: <http://ssrn.com/abstract=2123035>) (<http://www.teachcsr.com/userfiles/linkfiles/Final%20Compendium.pdf>)
10. Srinivasan, Vasanthi and Gupta, Amit (2011) Affirmative Action: The Tata Story, published in A Compendium of Business Case Studies on Responsible Business Practices, An IICA-GIZ CSR Initiative, 2011. (<http://www.teachcsr.com/userfiles/linkfiles/Final%20Compendium.pdf>) (listed in SSRN: <http://papers.ssrn.com/abstract=2123029>)

Refereed Conference Presentations

1. Ramamoorthy, N., Jha, J. K., Kulkarni, S., & Gupta, A., (2019) Do Individualism-Collectivism Orientations and Sensitivity to Impact on Human Capital Affect Decisions about Layoffs and Wage Cuts? Paper presented at the 11th International Conference of the Dutch HRM Network, Tilburg, Netherlands, November 14-15, 2019.
2. Ramamoorthy, N., Yu, C., Kulkarni, S., Gupta, A., & Mkamwa, T. (2017) An examination of attributions, performance rating, and reward allocation patterns: A comparative study of China, India, Tanzania, and the United States. Paper presented at the 10th Dutch HRM Network Conference, Netherlands, November 9-10, 2017.

3. Srinivasan R, Srinivasan, Vasanthi and Gupta, Amit (2016) Inclusivity as a dynamic capability, Paper presented at the 4th Indian Academy of Management (INDAM) conference January 11-13, 2016
4. Ramamoorthy, N., and Gupta, Amit (2013) The effect of psychological contract fulfillment (PCF) on affective and normative commitment among Indian and Bulgarian employees. Paper presented at the 5th International Scientific Conference, Changes in Social and Business Environment (CISABE'13), November 7 -8, 2013, Panevėžys, Lithuania.
5. Aggarwal, Shweta, Gupta, R.K. and Gupta, Amit (2013) Cooperative business system of dairy sector in India, Paper presented at the 29th European Group for Organizational Studies (EGOS) Colloquium, July 4–6, 2013, Montréal, Canada.
6. Ramamoorthy, N., Kulkarni, S.P., Gupta, Amit, Flood, P.C. (2013) Individualism-Collectivism and Tenure Intent: Role of Equity Perceptions and Task Interdependence, Paper presented at the 73rd Annual Meeting of the Academy of Management - August 9-13, 2013 - Lake Buena Vista, Orlando, Florida, USA.
7. Flood, P.C., Ramamoorthy, N., Kulkarni, S.P., Gupta, Amit (2013) To Bribe or not to bribe? Determinants in the Indian context, Paper presented at the Euram Conference, 26 – 29 June, 2013, Galatasaray University, Istanbul, Turkey.
8. Gupta, Amit and Goel, Abhishek (2012) Impact of Management Practices on Employee Attitudes in Indian IT Service Industry: Differences between Managers and Frontline Staff. Paper presented at the ISSWOV 2012 - 13th Biennial Conference of the International Society for the Study of Work and Organizational Values Conference, Goa, India June 24-27, 2012.
9. Ramamoorthy, N., Flood, P.C., Kulkarni, S.P., Gupta, Amit, Marchev, Jr., A., and Kondukova, P. (2011) Organizational Justice Perceptions and Work-Related Outcomes: A Study of Indian and Bulgarian Employees. Paper presented at the European Academy of Management, Tallinn, Estonia, June 1-4, 2011 (<http://www.euram2011.org/r/default.asp?ild=EJKMHG>)
10. Gupta, Amit and John, Sunil William (2009) A Field Study of Organizational Responses to the Current Downturn. Paper presented at Seventh AIMS International Conference on Management, IIM Bangalore, 20-23 December, 2009.
11. Ramamoorthy, Nagarajan, Flood, Patrick C., MacCurtain, Sarah, Gupta, Amit, Kulkarni, Subodh P. (2006) Role of Organizational Justice Perceptions in India and Ireland: An Empirical Examination. Paper presented at Academy of World Business Marketing and Management Development (AWBMAMD) Conference, Paris, July 10 to 13, 2006.
12. Ramamoorthy, Nagarajan, Kulkarni, Subodh P., and Gupta, Amit (2005) Culture and Employee Attitudes: A Comparison of Employees from India and Ireland. Paper presented at the Annual Conference of The Society for Advancement of Management, Las Vegas, April 3-5, 2005.
13. Ojha, Abhoy K., and Gupta, Amit (2004) HMT International: Options for the future. Case presented at Association for Indian Management Schools (AIMS) Conference, Goa, 27-29 August, 2004.
14. Gupta, Amit, Sardesai, R. M., Ramamoorthy, N., & Flood, P. C. (2003) Individualism / Collectivism and Attitudes Towards Human Resource Systems: A Comparative Study of American and Indian MBA Students. Paper presented at the First AIMS International Conference on Management, IIM Bangalore, December 28-31, 2003.
15. Ramamoorthy, N., Gupta, A., Sardesai, R., & Flood, P. (2003) Individualism/Collectivism and attitudes towards human resource systems: A comparative study of American, Irish, and Indian MBA students. Paper presented at the 18th Annual Employment Research Unit Conference, September 10-11, 2003, Cardiff, United Kingdom.
16. Tuttle, T. C., Mordecai, M., and Gupta, A. (1997) Development and deployment of performance measurement in a major U. S. city: A case study. Paper presented at the 10th International Productivity Congress, October 12-15, Santiago, Chile.
17. Gannon, M. J., Thomas, J., Locke, E. A., Kristof, A. L., Collins, C., Gupta, A., Osmond, C. P., Salam, S., and Audia, G. (1997) Cultural metaphors as frames of reference for nations: A six-country study. Paper presented at the International Management Division at the 1997 Academy of Management National Meeting, August 10-13.

Working Papers

1. A., Shweta, Gupta, Rajen and Gupta, Amit (2019) Cooperative Business System of Dairy Sector in India: Role of State, Caste and Gender. (July 26, 2019), Working paper, Management Development Institute, Gurgaon. (listed in SSRN: <https://ssrn.com/abstract=3427088>)
2. Naik, Hari Suman and Gupta, Amit (2012) Learning about organizational capabilities, structures and strategies from Virtual Gaming Teams. Working Paper No. 386, Indian Institute of Management, Bangalore. (listed in SSRN: <http://ssrn.com/abstract=2178353>)
3. Jungegård, Niklas, Wilkorsz, Patrick and Gupta, Amit (2012) A Study of Recruitment and Retention Strategies of Swedish Firms in India. Working Paper No. 385, Indian Institute of Management, Bangalore. (listed in SSRN: <http://ssrn.com/abstract=2178396>)
4. Gupta, Amit, Dalal, Sucheta, Basu, Debashis and Joseph, Amita (2012) Magarpatta City: Farmers Direct Investment (FDI). Working Paper No. 384, Indian Institute of Management, Bangalore. (listed in SSRN: <https://ssrn.com/abstract=2179495>)
5. Ramamoorthy, Nagarajan, Flood, Patrick C., MacCurtain, Sarah, Gupta, Amit and Kulkarni, Subodh P. (2012) Role of Organizational Justice Perceptions in India and Ireland: An Empirical Examination. Working Paper No. 383, Indian Institute of Management, Bangalore. (listed in SSRN: <http://ssrn.com/abstract=2179500>)
6. Gupta, Amit and Srinivasan, Vasanthi (2011) Sports Goods Foundation of India (SGFI): Collective response to CSR issues - Part A: FIFA and the Genesis of SGFI. Working Paper No. 344, Indian Institute of Management, Bangalore. (listed in SSRN: <http://papers.ssrn.com/abstract=2123044>)
7. Gupta, Amit and Srinivasan, Vasanthi (2011) Suzlon Foundation: Engage, Empower, Sustain. Working Paper No. 345, Indian Institute of Management, Bangalore. (listed in SSRN: <http://papers.ssrn.com/abstract=2123039>)
8. Gupta, Amit and Srinivasan, Vasanthi (2011) When Principles pay: Tata Power Plant Mundra. Working Paper No. 346, Indian Institute of Management, Bangalore. (listed in SSRN: <http://ssrn.com/abstract=2123035>) (paper listed on SSRN's Top Ten download list for: SRPN: Biofuels (Topic), SRPN: CSR & Process Issues (Topic), Management Educator: Courses, Cases & Teaching eJournal and CSR & Management Practice eJournal).
9. Srinivasan, Vasanthi and Gupta, Amit (2011) Affirmative Action: The Tata Story. Working Paper No. 347, Indian Institute of Management, Bangalore. (listed in SSRN: <http://papers.ssrn.com/abstract=2123029>)
10. Gupta, Amit, Ramamoorthy, Nagarajan, and Kulkarni, Subodh P., (2005) Individualism-collectivism orientation and employee attitudes: A comparison of employees from India and Ireland. Working Paper No. 236, Indian Institute of Management, Bangalore. . (listed in SSRN: <http://ssrn.com/abstract=2147356>)
11. Chattopadhyay, Smita and Gupta, Amit (2005) The impact of life stages and career stages on employee job performance: A review. Working Paper No. 234, Indian Institute of Management, Bangalore. . (listed in SSRN: <http://ssrn.com/abstract=2150074>)
12. Gupta, A., Ramamoorthy, N., Sardesai, R. M., & Flood, P. C. (2003), Individualism / Collectivism and Attitudes towards Human Resource Systems: A Comparative Study of American, Irish and Indian MBA Students, Working Paper No. 212, Indian Institute of Management, Bangalore. (listed in SSRN: <http://ssrn.com/abstract=2159716>).
13. Madanmohan, T. R. and Gupta, A. (2003) Impact of Indian Science Academies: A community perspective, Working Paper No. 209, Indian Institute of Management, Bangalore.
14. Gupta, A. & Gannon, M. J. (2002) Effect of Service Climate on Service Quality: Test of a Model Using Hierarchical Linear Modeling. Working Paper No. 202, Indian Institute of Management, Bangalore, Bannerghatta Road, Bangalore – 560 076. (listed in SSRN: <http://ssrn.com/abstract=2160700>)
15. Gupta, A. & Gannon, M. J. (2002) Effect of Service Climate on Service Quality: Test of a Model Using Structural Equation Modeling. Working Paper No. 197, Indian Institute of Management, Bangalore, Bannerghatta Road, Bangalore – 560 076. (listed in SSRN:)

16. Gupta, A., Ramamoorthy, N., Taylor, M. S., & Premack, S., (2002) Antecedents of Met Expectations of Newcomers: A longitudinal Analysis. Working Paper No. 195, Indian Institute of Management, Bangalore, Bannerghatta Road, Bangalore – 560 076. . (listed in SSRN: <http://ssrn.com/abstract=2155146>)
17. Gupta, A., Taylor, M. S., Ramamoorthy, N., Premack, S., (1994) A Longitudinal Analysis of Factors Affecting Met Expectations. Working paper, Robert H. Smith School of Business, University of Maryland.

Other Publications

1. Nokia - Restructuring a Giant, Faculty Contributor: Amit Gupta, Associate Professor, IIMB, Student Contributors: Ankit Agarwal, Swati Jain, Amit Mantri, Vibhu Many, Ashish Sahay tejas@iimb An IIMB MANAGEMENT REVIEW Initiative, (<http://tejas-iimb.org/articles/16.php>)
2. Samsung India Software Operations: On Verge of a Radical Shakeup, Faculty Contributor : Amit Gupta, Associate Professor IIMB, Student Contributors : Akhil Gupta, Maria Cheryl Fernandez, Pulkit Jain, T Srirathivarman and Tejas Dave tejas@iimb An IIMB MANAGEMENT REVIEW Initiative, (<http://tejas-iimb.org/articles/50.php>)
3. Insights from Complexity Theory: Understanding Organizations Better, Faculty Contributor: Amit Gupta, Associate Professor, Student Contributors: S. Anish, tejas@iimb An IIMB MANAGEMENT REVIEW Initiative, (<http://tejas-iimb.org/articles/12.php>)
4. Job stress and performance, Faculty Contributor: Amit Gupta, Associate Professor, Student Contributors: Rajesh Chandwani, tejas@iimb An IIMB MANAGEMENT REVIEW Initiative, (<http://tejas-iimb.org/articles/24.php>)

Management Development Programs (MDP's)

1. Session on 'Leading change and organizational renewal' in Leadership Development Program for IOCL Officers: Leading in the Next Normal, IIM Amritsar
2. Session on 'Cultural DNA for successful organizations' in Leadership Development Program for IOCL Officers: Leading in the Next Normal, IIM Amritsar
3. Session on 'Cultural DNA for learning organizations' in CBSE School Leadership program for Principals and Vice-Principals, IIM Amritsar
4. Designed and coordinated management development programs (MDP) at IIM Bangalore for Reliance Industries Limited, India; Toyota Kirlosker Motors, India; Roche Diagnostics India; Infosys BPO, India; Cognizant, India.
5. Taught in MDP's at IIM Bangalore in the areas of organization structures and processes, negotiations, conflict, power and politics in organizations, managing service organizations, organization change, organization culture, organization vision and values.

Scholarships

1989 – 90, Godrej and Boyce Manufacturing Company Ltd., Scholarship awarded by the Indian Institute of Management, Ahmedabad for academic performance in the second year of the two-year Post-Graduate Program in Management.