

# ANANYA SYAL

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

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### **Ph.D. in Management** 2016 - 2022

Area: Organizational Behaviour  
Indian Institute of Management Ahmedabad

### **M.A. in Psychology** 2013 - 2015

Department of Psychology, North Campus  
University of Delhi

### **B.A. (Hons.) in Psychology** 2010 - 2013

Jesus and Mary College, South Campus  
University of Delhi

### **AISSCE (Class XII)** 2010

Delhi Public School Noida  
Central Board of Secondary Education (CBSE)

### **AISSE (Class X)** 2008

Delhi Public School Noida  
Central Board of Secondary Education (CBSE)

## FIELDS OF INTERESTS (RESEARCH AND TECHING)

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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

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### 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.

### 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>

### Conference presentations, workshop presentations, and related publications:

1. Syal, A. (2023). Bridging the Gap: Consumer Choices and Sustainable Packaging. *Business Research Proceedings (RISM2023 Proceedings)*. <https://doi.org/10.51300/BRP-2023-97>
2. 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.
3. Presented a paper: Syal, A. (2023). 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.
4. 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, Amritsar, Punjab, India, 21-23 January 2023.
5. 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.
6. 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)
7. 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)
8. 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.
9. 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:**

1. Participated in the workshop on 'Multilevel modeling using R and SPSS' held online on October 4 - 9, 2021, by SkillsEdge.
2. Participated in the Teaching Workshop for Doctoral Students at the Indian Institute of Management Bangalore (IIMB) from February 1 - 3, 2021.
3. 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.
4. Attended a two-day seminar on 'Innovative Implementation Strategies' for Gujarat's State Highway Project on 4<sup>th</sup> and 5<sup>th</sup> 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 behaviors 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>

## **PROFESSIONAL SERVICE**

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1. Reviewer for the 83<sup>rd</sup> Annual Meeting of the Academy of Management (2023)
2. Reviewer for the 79<sup>th</sup> Annual Meeting of the Academy of Management (2019)

## **INDUSTRY EXPERIENCE**

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### **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**

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1. Recipient of U.G.C. National Eligibility Test and Junior Research Fellowship (2014 - 2015)
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 III<sup>rd</sup> year, the Psychology department at Jesus and Mary College.
8. Secured the first position in Jesus and Mary College in Psychology (Hons.) 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 III<sup>rd</sup> year (2012 - 2013) of graduation in recognition of good conduct, application, regularity, and class discussion participation.
12. Certificate awarded in II<sup>nd</sup> year (2011 - 2012) of graduation in recognition of class participation.
13. Certificate awarded in I<sup>st</sup> 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 XII<sup>th</sup> 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**

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