

# Nabila Khan [nabila.khan@iiml.ac.in](mailto:nabila.khan@iiml.ac.in) || +91 7017151613



## Objective

To leverage my expertise in teaching, research, and industry experience to foster an engaging learning environment, contribute to impactful research, and support the professional growth of students.

## Education

- **Indian Institute of Technology Madras** Chennai  
*Ph.D. in HR/OB (CGPA – 9.6/10)* July 2023  
*Best Thesis Award in HR/OB - Sri R N Rajendran Memorial Prize (2024)*  
*Institute Research Award Recipient (July-Nov 2022)*
- **UGC JRF/NET Qualified** August 2017
- **Loyola Institute of Business Administration** Chennai  
*MBA in HR/OB (CGPA – 8/9)* April 2015  
*Awarded Best Outgoing Student (2015)*
- **SRM University** Chennai  
*B. Tech Computer Science (CGPA – 9.6/10)* June 2013  
*Merit Scholarship Recipient (2013)*

## Work Experience

- **Assistant professor** at Maharashtra Institute of Technology, WPU School of Business Pune (2023-25)
- **Teaching Assistant at DoMS, IIT Madras** Chennai (2018-23)
  - Assisted in conducting lectures, designing curriculum and grading assignments of students for 8 courses (**\*Organizational Structure & Design, \*Behavioral Lab, \*Leadership Development, \*Organization Development, \*Strategic Human Research Management, \*Research in HR & OB, \*Management Thought & Practice, \*Organizational Leadership & Transformation**)
  - Facilitated class discussions, workshops, and seminars to promote student engagement and critical thinking
- **Manager – Human Resources at L&T Financial Services** Mumbai (2015-16)
  - Facilitated design of compensation framework and performance appraisal cycle with rating wise increments and performance linked incentives
  - Established and implemented orientation program for frontline employees, approximately 410 joiners per month pan India
  - Developed succession plan for senior leadership based on criticality of roles, functional capabilities and leadership attributes
  - Collected and analyzed recruitment, attrition, training, career progression and employment engagement data

## Committee Experience

- **Head Coordinator** Chennai  
*IIT Madras Research Symposium (IITMDRS'21)* March 2021
- **Lead - Research Scholars' Social Committee** Chennai  
*IIT Madras Sangam Team (2 years)* 2018 - 2020
- **Lead - Student coordinator** Chennai  
*IIT Madras, DoMS MBA admissions committee* Jan-March 2020

## Research Outcomes

### Journal Publications

- Goel, A., Khan, N., & Dyaram, L. (2024). Navigating Office Politics: How Self-Concept and Upward Voice Influence Women's Workplace Well-Being. *IIMB Management Review*, (In Press). (ABDC – 'B'; Citescore – 3.2)
- Khan, N., Dyaram, L., Dayaram, K., & Burgess, J. (2024). Getting along and getting ahead: Voice trails of status pursuit. *Personnel Review*, (In Press). (ABDC – 'A'; Citescore – 7.1)
- Goel, A., Khan, N., & Dyaram, L. (2024). The yin and yang of employee voice: an exploratory study. *Personnel Review*, 53(2), 473-487. (ABDC – 'A'; Citescore – 7.1)
- Khan, N., Dyaram, L., & Dayaram, K. (2022). Team faultlines and upward voice in India: The effects of communication and psychological safety. *Journal of Business Research*, 142, 540-550. (ABDC – 'A'; Citescore – 20.3)
- Subhakaran, E. S., Dyaram, L., Dayaram, K., Ayentimi, D. T., & Khan, N. (2020). Leaders' accounts on employee voice in the Indian context: an exploratory study. *Asia Pacific Journal of Human Resources*, 58(4), 485-503. (ABDC – 'B'; Citescore – 7.2)

### Conference Papers

- **Khan, N., Dyaram, L., Lokeshwaran, S. and Manivannan, M.** (2022). Upward voice under felt uncertainty: Role of emotion regulation. ANZAM 2022, Griffith University, Gold Coast, Australia
- **Khan, N. and Dyaram, L.,** (2021). Relational Facets of Employee Voice: An Interactive Qualitative Analysis. ANZAM 2021, Edith Cowan University School of Business and Law, Australia
- **Khan, N., Jaiswal, A., and Dyaram, L.** (2020). Does temporal diversity impact employee upward voice? Moderated-mediation of task interdependence and team communication. INDAM 2020, IIM Trichy

### Book Chapter

- **Dyaram, L., Goel, A., Khan, N., & Yasmin, S.** (2024). Capitalising Resourcefulness of the Seasoned: Insights from India on Building a Skilled Workforce. In *The Future of Work in the Asia Pacific* (pp. 236-252). Routledge.

### Research Grants

- **Successfully acquired funding** for two studies that were peer reviewed as well as funded by the American Express Lab for Data Analytics, Risk and Technology (DART), IIT Madras.

### Awards/Honours

- Awarded '**Best Thesis Award in HR/OB - Sri R N Rajendran Memorial Prize 2024**' by **Indian Institute of Technology Madras**
- Awarded '**Institute Research Award**' July- Nov 2022 by **Indian Institute of Technology Madras**
- Won '**Best Paper Award**' in **Organizational Behaviour** stream for the paper entitled '*Relational Facets of Employee Voice: An Interactive Qualitative Analysis*' at the **Australian & New Zealand Academy of Management (ANZAM) Conference 2021**
- Awarded '**Best Outgoing Student**' by Loyola Institute of Business Administration-MBA, 2013-15
- Awarded '**First place in HR specialization**' by Loyola Institute of Business Administration-MBA, 2013-15

### Skills

- Proficient in research methodologies of experimental, quantitative and qualitative design.
- Adept at multivariate analysis with proficiency in statistical analysis software (SPSS, R, MPlus, etc.).
- Ability to develop and deliver engaging and effective lectures.

*References: Available upon request*