

RESUME

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ACADEMIC EXPERIENCE (Since July 2013)

Since June 2022	Professor at the Department of Human Resource Management at IIM Lucknow
February 2017- May 2022	Associate Professor at the Department of Human Resource Management at IIM Lucknow
July 2013- January 2017	Assistant Professor at the Department of Human Resource Management at IIM Lucknow

INDUSTRY EXPERIENCE (10 YEARS)

April 2010- June 2010	National Manager- Content Development at the Department of Human Resource Management- Training and Development at Aditya Birla Financial Services Group
April-2008 to March-2010	Regional Training Manager-North India at the Department of Human Resource Management- Training and Development at Aditya Birla Financial Services Group
January-06 to March-2008	Cluster Training Manager- North India at the Department of Human Resource Management- Training and Development at Tata AIG Life Insurance Company Limited
April-00 to December-2005	Deputy Manager at the Department of Trade and Marketing at Bridgestone India Private Limited (Tyres Manufacturer)

PUBLICATIONS

Books

- 1 Uppal, N. (*in press*). Leadership: A Managerial Perspective. Wiley's India.
- 2 Uppal, N. (2023). Training and Development. Pearson India.
- 3 Uppal, N & Sekhar, S. (2022). Organizational Behavior. Wiley's India.
- 4 Uppal, N. (2021). Narcissus or Machiavelli: Learning Leadership from Indian Prime Ministers, Routledge UK. (**BEST SELLER**)
- 5 Uppal, N. (2020). HR Analytics, Pearson Education India.
- 6 Uppal, N. (2018), Duryodhanization. Penguin Random House. Delhi, India.
- 7 Yukl, G. & Uppal, N. (2017). Leadership in organizations. Edition VIII, Pearson Education India.
- 8 Daft, R. & Uppal, N. (2019). Understanding the Theory and Design of Organizations, Edition XI, Cengage India. (**BEST SELLER**)

Research Articles

1. Mishra, V., Sharma, V., & Uppal, N. (2024). The curvilinear relationship between moral identity and unethical pro-organizational behavior: moderating role of organizational identification. International Journal of Manpower. ('A' category Journal as per ABDC ranking).
2. Talluri, S. B., Uppal, N., Akkermans, J., & Newman, A. (2024). Towards a self-regulation model of career competencies: A systematic review and future research agenda. Journal of Vocational Behavior. ('A*' category Journal as per ABDC ranking)

3. Uppal, N. & Bansal, A. (2023). A study of trickle-down effects of leader Machiavellianism on follower unethical behaviour: A social learning perspective. *Personality and Individual Difference*. ('A' category Journal as per ABDC ranking)
4. Sekhar, S. & Uppal, N. (2023). Who exploits? The trusted one, the dark one, or both? *Personality and Individual Difference*. ('A' category Journal as per ABDC ranking)
5. Ankit & Uppal, N. (2023). Narcissus walking the extra mile: A moderated mediation model. *IIMB Management Review*. ('B' category Journal as per ABDC ranking)
6. Sharma, V, Vivek, M., & Uppal, N. (2022). Support to Sin: A Moderated Mediation model of Perceived Organizational Support's effect on Unethical Pro-Organizational Behavior among Indian Nationals. *International Journal of Manpower*. ('A' category Journal as per ABDC ranking)
7. Babu T, Surendra, Schreurs, B., & Uppal, N, (2022). How do individual factors affect career sustainability? An investigation of cascading effects through the career construction model of adaptation. *Career Development International*. ('B' category Journal as per ABDC ranking)
8. Babu, T, Surendra & Uppal, N (2022). Subjective Career Success, Career Competencies, and Perceived Employability: Three-way Interaction Effects on Organizational and Occupational Turnover Intentions. *Journal of Career Assessment*. ('A' category Journal as per ABDC ranking)
9. Uppal, N. (2022). Does it pay to be bad? An investigation of Dark Triad traits and job performance in India. *Personnel Review*. 51 (2), 699-714 ('A' category Journal as per ABDC ranking)
10. Uppal, N. (2021). Leader Dark Personality and Team Agreeableness: A Recipe for Volatile Team Performance. *Team Performance Management*. 27 (1/2), 99-113 ('B' category Journal as per ABDC ranking)
11. Ankit & Uppal, N. (2021) How Machiavellianism engenders impression management motives: The role of social astuteness and networking ability. *Personality and Individual Difference*. 168. ('A' category Journal as per ABDC ranking)
12. Sekhar, S., Uppal, N., & Shukla, A. (2020). Dispositional greed and its dark allies: An investigation among prospective managers. *Personality and Individual Difference*. 162. ('A' category Journal as per ABDC ranking)
13. Uppal, N. (2020). CEO Narcissism, CEO Duality, and Firm Performance: An Empirical Investigation in the Auto Industry in India. *European Business Review*. 32 (4), 573-590 ('A' category Journal as per ABDC ranking)
14. Uppal, N. (2020). Mediating Effects of Person-Environment Fit on the Relationship between High Performance Human Resource Practices and Firm Performance. *International Journal of Manpower*. ('A' category Journal as per ABDC ranking)
15. Uppal, N. (2019). Moderation Effects of Teachers' Trait-Relatedness and Students' Agreeableness on Curvilinear Relationship Between Teachers' Dark Triad and Student's Rating of Instructions. *Studies in Higher Education*. 45. ('A' category Journal as per ABDC ranking)
16. Uppal, N. (2017). Moderation effects of perceived organisational support on curvilinear relationship between Neuroticism and job performance. *Personality and Individual Differences*, 105 (47-53). ('A' category Journal as per ABDC ranking)
17. Uppal, N. (2017). Uncovering Curvilinearity in the Organizational Tenure-Job Performance Relationship: A Moderated Mediation Model of Continuance Commitment and Motivational Job Characteristics. *Personnel Review*, 46 (8), 1552-1570. ('A' category Journal as per ABDC ranking)
18. Uppal, N. (2014). Moderation Effects of Job Characteristics on the Relationship between Neuroticism and Job Performance. *International Journal of Selection and Assessment*, 22(4), 411-421. ('A' category Journal as per ABDC ranking)
19. Uppal, N., Mishra, S. K. & Vohra, N. (2014). Prior Related Work Experience and Job Performance: Role of Personality. *International Journal of Selection and Assessment* 22(1), 39-51. ('A' category Journal as per ABDC ranking)
20. Uppal, N. & Mishra, S. K. (2013). Moderation effects of Personality and Organizational Support on the relationship between Prior Job Experience and Academic Performance of Management Students. *Studies in Higher Education*, 39(6), 1022-1038. ('A' category Journal as per ABDC ranking)
21. Uppal, N. (2015). Antecedents and Consequences of Intention to Quit the Organization and Intention to Quit the Profession. *Journal for International Business and Entrepreneurship Development*, 8(3), 183-201. ('C' category Journal as per ABDC ranking)
22. Uppal, N. (2016). A Study of Culture in Non-profit Organization in India: Organizational Development and Change. *Journal for Global Business Advancement*, 9(3), 215-230. ('C' category Journal as per ABDC ranking)

23. Dixit, G. Roy, D., & Uppal, N. (2013) Predicting India Volatility Index: An Application of Artificial Neural Network. *International Journal of Computer Applications*. May 2013. Published by Foundation of Computer Science, New York, USA.

Conference Papers

1. Arora, N., Saini, M., & Gaba, A. (2024) The Necessary Evil: The Power of Public Service Motivation in Rationalizing Constraints to Creativity. 9th Indian Academy of Management Conference 2024
2. Arora, N., Uppal, N. (2024) The Necessary Evil: The Power of Public Service Motivation in Rationalizing Constraints to Creativity. PAN IIM World Management Conference 2023
3. Arora, N., Uppal, N., Saini, M., Gaba, A., & Viridi, M. (2024) Balancing Act: Synergistic Influence of Public Service Motivation and Centralization on Creativity. Annual Meeting of the Academy of Management 2024
4. Saini, M. and Uppal, N. (2024, January 11–13). (Don't) Show and Tell: Perceived Salience of Financial Incentives and its Undermining Effect [Paper presentation]. 9th INDAM Conference, Sanquelim, Goa, India.
5. Saini, M. and Uppal, N. (2024, January 22–24). (Don't) Show and Tell: Perceived Salience of Financial Incentives and its Undermining Effect [Paper accepted for presentation]. 9th PAN IIM World Management Conference, Sambalpur, Odisha, India.
6. Viridi, M. (2024, January 11-13). Job mismatch by choice: Exploring outcomes [Accepted for Poster presentation]. 9th Indian Academy of Management (INDAM) conference, Goa, India.
7. Viridi, M., Uppal, N. (2024, January 11-13). Overqualified talent in the workplace: A comprehensive review [Paper presentation]. 9th Indian Academy of Management (INDAM) conference, Goa, India.
8. Viridi, M., Uppal, N. (2024, January 19-21). A bibliometric review of the overqualified workforce [Accepted for presentation]. 3rd International Conference on Management of MSMEs (ICMM), Amritsar, India.
9. Viridi, M., Uppal, N. (2024, January 21-24). Reviewing employee overqualification [Paper presentation]. 9th PAN IIM World Management Conference, Sambalpur, India.
10. Viridi, M., Uppal, N., Arora, N., Saini, M. (2024, June 25-28). Exploring big fish in small ponds: A comprehensive review of overqualification [Accepted for presentation]. European Academy of Management conference (EURAM 2024), Bath, UK.
11. Viridi, M., Uppal, N., Arora, N. (2024, August 9-13). Exploring overqualified talent in the workplace: A comprehensive review [Accepted for presentation]. 84th Annual Meeting of the Academy of Management (AOM 2024), Chicago, USA.
12. Viridi, M. (2023, December 3 -5). A comprehensive bibliometric analysis of overqualification literature [Accepted for presentation]. 37th Australian and New Zealand Academy of Management (ANZAM) conference, Wellington, New Zealand.
13. Talluri, S. B. & Uppal N. (2023). Career competencies: A systematic review and future research agenda. 83rd Annual Meeting of the Academy of Management, Boston
14. Sonavane, A & Uppal, N. (2023). Salespeople motivation: a systematic review and nomological network.
15. Mishra, A & Uppal, N. (2023). The Curvilinear Relationship between Moral Identity and Unethical Pro-Organizational Behavior. 83rd Annual Meeting of the Academy of Management, Boston
16. Uppal, A. & Bansal, A. (2023). Leader Machiavellianism to Follower Unethicality: The Role of Follower Moral Disengagement and Follower Agreeableness. EURAM Conference in Dublin, Ireland.
17. Bansal, A. & Uppal, N. (2023). Smarter Workplaces but not so smart Outcomes: Flexibility during COVID-19. EURAM Conference in Dublin, Ireland.
18. Mishra, V. & Uppal, N. (2023). Informal Collective Acceptance of Unethical Pro-Organizational Behavior at Organizations- A Process model. EURAM Conference in Dublin, Ireland.
19. Sharma, V. & Uppal, N. (2023). A Status Striving Investigation of Psychological Entitlement effects on Workplace Vigilantism. EURAM Conference in Dublin, Ireland.
20. Talluri, S. B. & Uppal N. (2023). Crafting a sustainable career: a conservation of resources approach. INDAM, Mumbai.
21. Mishra, V. & Uppal, N. (2023) Unethical pro-organizational behavior- from emergence to normalization via uniqueness bias & false consensus. INDAM, Mumbai.

22. Sharma, V., & Uppal, N. (2022). Effects of Social Dominance Orientation on Workplace Vigilantism: A Moderated Mediation Model. Australian and New Zealand Academy of Management Conference-2022.
23. Sharma, V., Mishra, V., & Uppal, N. (2022). Dark Side of Organization Based Self Esteem in promoting Unethical Pro Organization Behavior: A Moderated mediation model. Australian and New Zealand Academy of Management Conference- 2022.
24. Talluri, S. B. & Uppal N. (2022). The Impact of Subjective Career Success on Organizational and Occupational Turnover Intentions. Annual Meeting of Academy of Management (AOM-2022)
25. Sharma, V. & Uppal, N. (2022). Effects of Egalitarianism (Low SDO) on Workplace Vigilante Behavior: The role of Moral Outrage. Annual Meeting of Academy of Management (AOM-2022)
26. Mishra, V., Sharma, V., & Uppal, N. (2022). A meta-analytic investigation of antecedents of unethical pro-organizational Behavior. Annual Meeting of Academy of Management (AOM-2022)
27. Ankit & Uppal, N. (2021). Narcissus walking the extra mile: A moderated mediation model. Seventh Biennial Conference of the Indian Academy of Management (INDAM 2020), IIM Rohtak.
28. Talluri, S. B. & Uppal N. (2021). Career competencies and career sustainability: A moderated mediation model of career satisfaction and proactive personality. Annual Meeting of Academy of Management (AOM-2021).
29. Talluri, S. B. & Uppal N. (2021). Career competencies and career sustainability: a moderated mediation model of adaptive career behavior and proactive personality. Seventh Biennial Conference of the Indian Academy of Management (INDAM 2020), IIM Rohtak.
30. Sekhar, S. & Uppal, N. (2020). The Antagonistic Dark Core among Dark Triad, Sadism, Greed, and Spitefulness: A Network Approach. EURAM Conference in Dublin, Ireland.
31. Sekhar, S. & Uppal, N. (2020). Studying Organizational Wrongdoing, Corruption, and Scandals: Where Are We and Where Should We Go? 36th EGOS Colloquium in Hamburg, Germany.
32. Sekhar, S. & Uppal, N. (2020) Antagonism and Dark Triad: A facet level examination. Sixth Biennial Conference of the Indian Academy of Management (INDAM 2020), IIM Trichy.
33. Uppal, N., Varma, A., & Ganguly, V. (2019). Does it pay to be bad? An investigation of Dark Triad traits and job performance in India. Paper presented at the Southern Management Association Meeting, Norfolk, VA.
34. Chaturvedi, K., Kumar, A. & Uppal, N. (2019). Exploring the relationship between CSR expenditure and Firm Performance: Does government prescription make a difference? 3rd Annual India Conference - Aston India Centre for Applied Research, Aston Business School, Aston University, Birmingham
35. Bhargava, S. & Uppal, N. (2019). Moderating effects of Person-Organization fit on the relationship between CSR & Employee Wellbeing. 3rd Annual India Conference - Aston India Centre for Applied Research, Aston Business School, Aston University, Birmingham
36. Kumar, A. & Uppal, N. (2019). The relationship between dark triad traits and peer-rated organizational citizenship behavior: Interaction effects of apparent sincerity. 3rd Annual India Conference - Aston India Centre for Applied Research, Aston Business School, Aston University, Birmingham. It has received Best Paper Award.
37. Maharana, S. & Uppal, N. (2019). The Antagonistic Dark Core across Dark Triad, Sadism and Spitefulness. 7th PAN-IIM-WMC, IIM Rohtak.
38. Uppal, N., Varma, A., & Ganguly, V. (2019). Does it pay to be bad? An investigation of Dark Triad traits and job performance in India. Paper presented at the Southern Management Association Meeting, Norfolk, VA.
39. Uppal N. (2017). Curvilinear Experience-Performance Relationship: Role of Commitment and Job Characteristics. Paper accepted for presentation at Annual Meeting of Academy of Management (AOM-2017)- Atlanta, Georgia.
40. Uppal N. (2017). Inverted U Shaped CEO Narcissism-Firm Performance Relationship: Role of Corporate Governance. Paper accepted for presentation at Annual Meeting of Academy of Management (AOM-2017)- Atlanta, Georgia.
41. Uppal, N. (2016). Organizational Tenure and Job Performance: Role of Continuance Commitment and Job Characteristics. Paper accepted for presentation at Annual Meeting of Academy of Management (AOM-2016)- Anaheim, California.
42. Uppal, N. (2015). Organizational Tenure & Job Performance: Role of Motivational Job Characteristics. Paper accepted for presentation at Annual Meeting of Academy of Management (AOM-2015)- Vancouver, British Columbia, Canada. It has received Best Paper Award.
43. Uppal, N. & Balodi, K. (2015). A study of Culture in Non-profit Organization in India: Organizational Development and Change. Paper accepted for presentation at Annual Meeting of Academy of Management (AOM-2015)- Vancouver, British Columbia, Canada.

44. Uppal, N., Nair, N., & Roy, D. (2013). Organizational development in a non-profit organization in India: A cultural perspective. Paper accepted for presentation at Annual Meeting of Academy of Management (AOM-2013). Paper nominated for William H. Newman Award- Lake Buena Vista, Florida.
45. Uppal, N., Mishra, S. K., & Roy, D. (2013). Prior related Work Experience and Job performance: Moderation effect of Fit between Personality and Organizational Culture. Paper accepted for presentation at annual meeting of European Group for Organizational Studies (EGOS-2013)- Montreal.
46. Uppal, N. & Mishra, S. K. (2013) Prior Related Work Experience and Job Performance: Role of Personality. Paper accepted for presentation at annual meeting of Southern Management Association (SMA-2013)- New Orleans, LA.
47. Uppal, N. (2013). Moderation effects of Personality and fit between Personality and Organizational Culture on relationship between Prior related Work Experience and Job Performance. Paper accepted for poster presentation at IIM World Conference on Emerging Issues in Management (WMC-2013).
48. Chaudhary, R. & Uppal, N. (2013). A Multilevel Level Examination of the Factors Influencing Work Engagement. Paper accepted for poster presentation at IIM World Conference on Emerging Issues in Management (WMC-2013).
49. Uppal, N. (2013). Prior Related Work Experience and Current Job Performance: Role of Individual Differences and Perceived Organizational Culture. Paper presentation at Doctoral Colloquium-2013, Indian Institute of Management, Ahmedabad. It has received Best Paper Award.
50. Uppal, N. & Mishra, S. K. (2012). Job Experience and Academic Performance: Role of Personality and Organizational Support. Conference paper, COSMAR-2012, Department of Management, Indian Institute of Science, Bangaluru.
51. Dixit, G. Roy, D., & Uppal, N. (2012). Predicting India Volatility Index (VIX): An application of artificial neural network. Conference paper, India Finance Conference- 2012 at IIM Calcutta (Hosted by : IIM Ahmedabad, IIM Bangalore, IIM Calcutta)

Reviewer Services

Equality, diversity and inclusion: An international journal
 Journal of Business Ethics
 Applied Psychology
 International J. of Human Resource Management
 International Journal of Selection and Assessment
 Studies in Higher Education
 Personnel Review
 Journal for Global Business Advancement
 Journal for International Business and Entrepreneurship Development

Funded Research Projects

Person-Context interactions as cause of bidirectionality in Personality-Performance relationship. Seed Money Project Funded (approximately USD 15000) by IIM Lucknow, India Project Fund.

An Empirical Study on Role of Contextual Factors on the Relationship between Personality and Job Performance: Seed Money Project Funded (approximately USD 15000) by IIM Lucknow, India Project Fund.

An Examination of Consequences of Personality in Work Place: Seed Money Project Funded (approximately USD 15000) by IIM Lucknow, India Project Fund.

PhD SUPERVISION

Graduates

Surendra Babu (2023-24). A competency-based perspective on contemporary careers. Faculty- IIM Bangalore.

Vivek Mishra (2023-24). Essays on Unethical Pro-Organizational Behavior. Faculty-

Varun Sharma (2022-23). Dark Knights at the Workplace: Essays on the Dispositional Characteristics of a Workplace Vigilante. Faculty-IIM Indore.

Sujit Mahapatra (2019-20). The Antagonistic Dark Core across Dark Triad, Sadism and Spitefulness. Faculty-IIM Ranchi.

Ankit (2018-19). Extraversion and change oriented citizenship behaviour – the role of perceived organizational support and task autonomy. Faculty- XLRI.

Sushant Bhargava (2018-19). Learning and development: Contextual analysis in organizational and management application. Faculty.

Current PhDs

Muskaan Virdi

Abhishek Sonavane

Manish Saini

Nishtha Arora

Aashima Gaba

Advisory Member

Surendra M Dixit (EFPM: Graduated), Mobile Learning by The Gig-workforce: The Case Of E-Commerce Delivery

Atul Parashar (EFPM: Graduated), Building a strong brand ambassador community - the key ingredient of a holistic branding strategy

Mohit Bhatnagar (EFPM: Graduated), Analytics based approach for enhancing the decision value of O*NET and its internationalization

P G Raghuraman (EFPM: Graduated), Bouncing back from challenging experiences: corporate leaders' experiences of psychological resilience

ADMINISTRATIVE SERVICES (HIGHLIGHTS)

Chair-Management Development Programs April 2021 *onward*

Area Chair (Human Resource Management Area) April 2021 to December 23.

Member, IIML Incubation Centre for Start Ups.

Member, IIML FPM Committee

Co-Convenor, Academic Research Conference IIM Lucknow, 2021

Convener, IIML, Research Outreach Program.

Convener, IIML, Fit India Programme: an MHRD initiative

Students Affairs and Placements Chair, August 2017- April 2019

Area Chair (Human Resource Management Area) April 2016- March 2018

Hindi Bhasha Committee Member

PGP Committee Member

FPM Committee Member

Alumni Affairs Committee Member

MDP Committee Member

Organization Committee Member for IAM Conference-2016 at IIM Lucknow

Organization Committee Member for Pan Indian Conference- 2017 at IIM Lucknow

CONSULTANCY PROJECTS (HIGHLIGHTS)

CDOT. A Strategic Mapping.

Tata Motors. An Assessment of Organizational Preparedness for Pandemics.

The Institute of Entrepreneurship Development, U.P., Lucknow (IEDUP, Lucknow): Organizational Restructuring, Compensation Management

Asian Paints Limited: WINNOVATION, a Supply Chain Human Innovation Initiative

MetLife GOSC: Training need assessment

Reliance Power Limited: High Impact Leadership

Oil India Limited: The First Time Leadership

National Academy of Customs, Excise and Narcotics: Mentoring and Coaching Techniques

SCOPE: National Workshop on Board Interview

State Council of Educational Research & Training: UP state level achievement survey 2016-17

Institute of Research Development and Training: Curriculum Management Program

PROFESSIONAL QUALIFICATION

- Global Colloquium on Participant-Centered Learning (July 2022-January 2023, Harvard Business School (Boston USA)
- *Certified Financial Planner* (CFPCM) from Financial Planning Standards Board of India
- *Associate (AIII)* of Life Assurance from Insurance Institute of India

EDUCATION QUALIFICATION

- PhD Program in Management (OB & HRM: 2010-2013), Indian Institute of Management Indore (India).
- Post Graduate in Cooperative Management (1998-2000) from Vaikunth Mehta National Institute of Co-operative Management, VAMNICOM, Pune
- Post Graduate Diploma in Journalism and Mass Communication from IGNOU (Correspondence)
- Bachelor of Arts (Psychology, Sociology, & Economics-1998), Rewa University (Correspondence), Rewa, (Madhya Pradesh)
- Matriculation (Science, 1995), Saraswati Vidya Mandir (Hindi Medium), Shahdol (Madhya Pradesh)

PERSONAL INFORMATION

Date of birth: August 13, 1978