

Dr. Raina Chhajer

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Assistant Professor – Psychology

Humanities and Social Sciences

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Research Interests

I study how organizations design and implement positive business practices to generate a positively deviant performance. Specifically, I examine the roles of psychological strengths, positive emotions, social connections and job engagement in positive change. My emphasis is on research and practice that makes a positive difference in the world of work.

Education

Mohan Lal Sukhadia University, Department of Psychology

PhD in Psychology, Positive Organizational Psychology, 2017

Mohan Lal Sukhadia University, Bhupal Nobles' Girls College

Masters in Psychology, Industrial and Organizational Psychology, 2010

Mohan Lal Sukhadia University, Commerce College

Bachelors of Business Management, 2008

Working Papers

Chhajer R., Rose E. L. & Joseph, T. Examining the mediating roles of positive affect and work intensity in the psychological capital-performance link: Evidence from the Middle East. (Target journal: *Applied Psychology: An International Review*).

Chhajer R., Rose E. L. & Joseph, T. Role of self-efficacy, optimism and job engagement in positive change: Evidence from the Middle East. Manuscript submitted to *Vikalpa: The Journal of Decision Makers (Revise and Resubmit)*.

Chhajer R., Tandon, A., & Joseph, T. Positive Organizational Change: Practices, Mechanisms, and Impact. (Target journal: *Journal of Applied Behavioral Science*).

Chhajer R. & Joseph, T. Role of social connectivity and job engagement in positive change: Evidence from the Middle East. (Target Journal: *IIMB Management Review*).

Conference Presentations

Chhajer R. (Dec 2017). Fostering positive relational ties at work – A qualitative study. (NAOP best paper award) Presented at the *Annual Conference of the National Association of Psychology (NAOP), Indian Institute of Technology, Kharagpur, India*

Chhajer R. & Joseph, T. (Dec 2017). Role of social connectivity and job engagement in positive change: Evidence from the Middle East. Presented at the Pan-IIM world management conference, *Indian Institute of Management, Lucknow, India*.

Chhajer R. & Joseph, T. (Dec 2017). Positive Organizational Change: Practices, Mechanisms, and Impact. Presented at the Indian Academy of Management conference, *Indian Institute of Management, Indore, India*.

Chhajer R., Joseph, T., & Rose E. L. (Dec 2016). Role of self-efficacy, optimism and job engagement in positive change: Evidence from the Middle East. (Nominated for the conference best paper award) Presented at the Pan-IIM world management conference, *Indian Institute of Management, Ahmadabad, India*.

Chhajer R., Joseph, T., & Rose E. L. (Aug 2016). Linking psychological capital and performance: Mediating role of positive affect and work intensity. Presented at the *Academy of Management Annual Meeting, Anaheim, USA*.

Joseph, T., & Chhajer R. (June 2015). Linking positive social capital and MNE performance: The mediating role of job engagement in a multi-cultural Middle East context. Presented at the *Academy of International Business Annual Meeting, Bangalore, India*.

Joseph, T., Ramani, V., & Chhajer R. (Feb 2014). Developing positive psychological capital for job satisfaction and individual performance: Evidence from the Middle East. Paper presented at the *AIB India-MENA Conference, Indian Institute of Management, Udaipur, India*.

Case Studies

- Baker, W., Joseph, T., & Chhajer, R. (2018). *UAE Exchange: The RACE for Positive Organizational change*. (W73C38-PDF-ENG). Boston: Harvard Business Publishing.
- F5 Escapes: Building a positive workplace, with Prof. Ramya Ranganathan.

Honors and Awards

- NAOP Conference Best Paper Award, 2017
- Positive business project award, 2014 at the Positive Business Conference, UoM
- Best paper presentation award by Indian Association of Clinical Psychologists, 2011
- UGC-Junior Research Fellowship, 2010
- University Gold Medal for Masters in Psychology, 2010

Other Work Experience

Indian Institute of Management, Indore

June 2018 - Present

Assistant Professor - Psychology

- Teach Psychology II – a core course for IPM students.
- Co-teach HSS II – a core course for IPM students.
- Research on thriving at work.

FLAME University, Pune*Dec 2017 – May 2018**Assistant Professor of Psychology*

- Taught Industrial Psychology and Positive Psychology.
- Designed new courses ‘Psychology for you’ and ‘Positive organizational psychology’.

Center for Positive Organizations, Ross School of Business, UoM*Jan 2017 – April 2017**Visiting Doctoral Student*

- Developed a multimedia case study with Prof. Wayne Baker.
- Attended Prof. Jane Dutton’s ‘Foundations in Positive organizations scholarship’ course.
- Research on positive relationships at work.
- Led weekly sessions on mindfulness and gratitude practices.

Indian Institute of Management, Bangalore*September 2015 – May 2016**Visiting Doctoral Student*

- Attended Ramya Ranganathan’s doctoral seminar on ‘Positive psychology and positive organizational scholarship’ and ‘Personal values, goals and career options’ MBA course.
- Audited Ramadhar Singh’s doctoral course ‘Research methods in organizational behavior’ and ‘Psychological perspective in public policy’ MBA course.

Indian Institute of Management, Udaipur*June 2012 – Nov 2017**Research Associate*

- Studied RACE initiative at UAE Exchange with Thomas Joseph and Elizabeth L. Rose.
- Developed theoretical models for empirically testing.
- Data analysis using SPSS, AMOS, and Process Model 4, 6.
- Wrote research papers and made conference presentations.

Department of Research & Development, Art of Living Foundation, Bangalore*Research Associate**May 2010 – Jan 2011*

- Assisted in data collection, coding and analysis of various ongoing research projects.
- Developed a report to summarize research on SKY meditation.
- Conducted research on prisoner’s rehabilitation program at Bangalore Central Jail.

Defense Institute of Psychological Research, DRDO, New Delhi*Summer Intern(M.A. Psychology)**May 2009 – July 2009*

- Developed a module to identify and develop the qualities of a trainer, implemented for the Training Officers of Indian Army.
- Graded ‘Excellent’ for developing the Training Module.

Professional Service

Reviewing

- Academy of Management Annual Meeting, (*OB and ODC Divisions*), 2015 - Present
- Academy of International Business Annual Meeting, (*IHRM and OB*), 2014 – Present

Teaching Assistance

- ‘Managing for excellence at work organizations’ at Ross School of Business, UoM, 2017.
- ‘Strategic management’ and ‘International business strategy’ at IIM, Udaipur, 2012-13.

Other Professional Service

- Executive workshop ‘Building Positive Relationships at work’ at Sangam Group, 2017.
- Facilitated ‘Reciprocity ring’ for Humax Networks, 2017.
- Led a huddle for BBA/MBA students at Center for Positive Organizations, 2017.
- Talk with Deepa Srikantaiah at IIM, Bangalore, 2016.
- Conference organizing committee, AIB India-MENA Conference, 2014.
- Research Assistance, State Planning Board Report, Government of Rajasthan, 2013.

Community Service

The Art of Living Foundation, Bengaluru, India

2009 – Present

Teacher & Volunteer Representative

- Organize and teach the Art of Living Happiness Program, 2015 – Present
- Start-up of a tribal school for girl child education at Parola village, Rajasthan, 2014
- Fund raising for ‘Gift a Smile’ project, 2014 – Present

Research Tools

SPSS, AMOS, PROCESS Model 4 & 6, NVivo

Personal Interest

Yoga, Meditation, Volunteering

References

Elizabeth L. Rose

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Adjunct Professor, IIM, Udaipur
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Department of Management & Organizations
Ross School of Business
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Dr. Thomas Joseph

Adjunct Professor
Business Policy and Strategy
Indian Institute of Management, Udaipur
Email: thomas.joseph@iimu.ac.in

Dr. D.S. Sisodia

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