



Dr. Varun Sharma

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Current Position

Visiting Assistant Professor in the OBHRM Area at Indian Institute of Management Indore.

Academic Background

| <u>Sr</u> | <u>Year</u> | <u>Degree</u> | <u>Institution</u> | <u>Performance</u> |
|-------------------|--------------------|----------------------------------|---------------------------|---------------------------|
| <u>No.</u> | | | | |
| 1 | 2016-2018 | MA Applied Psychology | University of Delhi | 73.5% |
| 2 | 2013-2016 | BA (H) Psychology | University of Delhi | 81.35% |
| 3 | 2012-2013 | 10+2 | Kendriya Vidyalaya, CBSE | 88% |
| 4 | 2010-2011 | High School | Kendriya Vidyalaya, CBSE | 10 CGPA |

Research Interests

Unethical Behavior, Workplace Vigilantism, Destructive Deviance, Moral Disengagement, Morality, Workplace Safety, Workplace Incivility

Dissertation

Support to Sin: Perceived Organizational Support's effect on Unethical Pro-Organizational Behavior

Thesis

Dark Knights at the Workplace: Essays on the Dispositional Characteristics of a Workplace Vigilantism

Publication Credentials

| <u>ABDC Listing</u> | <u>Published Work</u> | <u>Revise and Re-submit</u> | <u>Under Review/ Development</u> |
|---------------------|-----------------------|-----------------------------|----------------------------------|
| ABDC A | 01 | 01 | 06 |
| ABDC A* | - | - | 02 |
| FT-50 | - | - | 04 |

Conferences

1. Mishra, V., **Sharma, V.**, Verma, D., & Uppal, N. (2022). A Meta-Analytic Investigation of Antecedents of Unethical Pro-Organizational Behavior. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 18083). Briarcliff Manor, NY 10510: **Academy of Management (AOM)**.
2. **Sharma, V.**, & Uppal, N. (2022). Effects of Egalitarianism (Low SDO) on Workplace Vigilante Behavior: The Role of Moral Outrage. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 15517). Briarcliff Manor, NY 10510: **Academy of Management (AOM)**.

3. **Sharma. V., & Uppal, N. (2022).** Effects of Social Dominance Orientation on Workplace Vigilantism: A Moderated Mediation Model. In **Australian and New Zealand Academy of Management Conference (ANZAM).**
4. **Sharma. V., Mishra, V.,& Uppal, N. (2022).** Dark Side of Organization Based Self Esteem in promoting Unethical Pro Organization Behavior: A Moderated mediation model. In **Australian and New Zealand Academy of Management Conference (ANZAM).**
5. Supervisor Bottom-line Mentality and Workplace Incivility: A Parallel Mediation Model. In **Southern Management Association (SMA) Conference**
6. Psychological Entitlement and Workplace Incivility. In **European Group of Organizational Studies (EGOS)**
7. Workplace Safety and Supervisor Bottom-line Mentality. In **British Academy of Management (BAM)**
8. **Annual Research Conference (ARC)** at Indian Institute of Management, Lucknow, presented “Ethical Sinners: A Curvilinear Relationship between Moral Identity and Unethical Pro Organizational Behavior.”
9. Youth and Sustainability at Keshav Mahavidyalaya, University of Delhi and ICSSR, presented “Effect of Internet Addiction on Cognition and Sleep Patterns: A Quantitative Assessment.”

Reviewer Services

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| 1. | Southern Management Association | 2021 |
| 2. | South Asian Journal of Human Resource Management | 2021 |
| 3. | International Journal of Law and Management | 2022 |

Awards and Recognition

| <u>Sr. No</u> | <u>Name of Award</u> | <u>Institution</u> | <u>Year</u> |
|---------------|--|---|-------------|
| 1 | Junior Research Fellowship | University Grant Commission | 2019 |
| 2 | Meritorious Student Award | Ministry of Human Resource Development | 2011 |
| 3 | Best Paper for Managerial Implications | Indian Institute of Management, Lucknow | 2021 |

Prior Work Experience

| <u>Sr No.</u> | <u>Year</u> | <u>Designation</u> | <u>Institution</u> | <u>Duration</u> |
|---------------|-------------|----------------------------------|--|-----------------|
| 1. | 2019- 2023 | Ph.D. Scholar (HRM) | Indian Institute of Management, Lucknow. | 42 Months |
| 2. | 2019-2019 | Assistant Professor | Manav Rachna International Institute of Research Studies | 6 Months |
| 3. | 2018-2018 | HR Intern | Think Talent Services | 2 Months |
| 4. | 2018-2018 | Marketing Research Intern | Ken Research | 1 Month |
| 5. | 2016-2016 | HR Intern | Vivanta by Taj | 2 Months |
| 6. | 2015-2015 | Research Intern | Defense Institute of Psychological Research, DRDO, Ministry of Defense, GoI. | 2 Months |

Extra Co-Curricular Activities

1. Lucknow District Powerlifting Champion under the 93 kgs weight category (2019-20)
2. Been an active member in the scouts and guides program in the school and qualified RAJYA PURASKAR test.
3. Have passed NCC 'A' certificate as a cadet.
4. Won gold medal in table tennis team event at KVS nationals
5. Represented Odisha state in freestyle swimming
6. Actively organized the first Annual Research Conference at Indian Institute of Management, Lucknow

References

| <u>Sr. No</u> | <u>Name</u> | <u>Designation</u> |
|---------------|-----------------------|---|
| 1. | Prof Nishant Uppal | Professor cum Area Chair cum MDP Chair Human Resource Management Area Indian Institute of Management, Lucknow Email: nishant.uppal@iiml.ac.in Phone: +918604704722 |
| 2. | Prof Archana Shukla | Director Indian Institute of Management, Lucknow Email: director@iiml.ac.in Phone: +91-522-6696601 |
| 3. | Prof Samir Srivastava | Professor cum Dean Research (Erstwhile) Operations Management Area Indian Institute of Management, Lucknow Email: samir.srivastava@iiml.ac.in Phone: +91 9452903568. |