

# Mohammad Haris Minai

*Doctoral candidate at IIM Lucknow*

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## Education

- 2012–present **Fellow Program in Management**, *Indian Institute of Management*, Lucknow, India.  
The Fellow Program in Management (FPM) is a doctoral level program offered by the Indian Institutes of Management.
- Expected completion: June 2016
  - CGPA for coursework: 8.4/10.0
  - Advisor:** Dr. Shailendra Singh
- 1998–2012 **Semiconductor industry**, *Please see "Work Experience" section of vita for details.*
- 1994–1998 **B.Tech. (Electronics Engineering)**, *ZHCET, Aligarh Muslim University*, Aligarh, India.  
A four year bachelors program in engineering, established in 1988.
- Dissertation: Development of Finite Impulse Response (FIR) filters in VHDL
  - CGPA: 8.1/10.0
- 1992–1994 **Senior Secondary School Certificate**, *Aligarh Muslim University*, Aligarh, India.  
Qualifying exam for all university and college studies in India
- Aggregate percentage: 81%
- 1992 **GCE O' Levels**, *University of London*, School Examinations board.  
Equivalent to 11 years of education as per English system
- Grade A: Mathematics, Physics, Chemistry, and Biology
  - Grade B: Pure Mathematics, and English

## Research in Progress

- Topic:** Transformational Leadership, Affective Displays and Follower Thinking Processes.
- Details:** In this study we explore the interactive effects of leadership, and leader affective displays on follower thinking processes. Using a 2x2 experimental design, participants are randomly assigned to transformational or non-transformational leadership displaying either positive affect or negative affect. The participants are tasked with a divergent thinking task and a convergent thinking task. The order in which the tasks are presented is randomized. Follower persistence (motivation) and performance on the tasks are the dependent variables.
- Status:** Presented at Doctoral Consortium. Incorporating feedback for submission to journal.

**Topic: A Dynamic Dialectical Model of Individual Innovation**

**Details:** A new model is proposed for individual innovation. It adds dynamism and a dialectical perspective. Current models of innovation do not adequately capture these aspects of innovation. We club activities required for innovation into "convergence seeking" and "divergence seeking", joined by an iterative process. This model helps to explain the inconsistent and sometimes contradictory findings in the literature of individual innovation. A computational model (system dynamics) is planned to be used for initial validation of this model.

**Status:** Presented at Doctoral Consortium and a Conference. Incorporating feedback for submission to journal.

**Topic: Leading for Innovation: A balancing act**

**Details:** The role of leadership in innovation is explored through a dynamic dialectical perspective. A dynamic dialectical model of individual innovation that is developed as a separate research activity is sought to be further validated during this research. We theorize about the mechanisms by which leaders can have an effect on individual innovation and then validate the model by a phased multi-report cross sectional study.

**Status:** Conceptual write-up done. Getting feedback before proceeding to data collection. Indian organizations are being invited to participate in this research study.

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## Manuscripts

- Under review Gupta M., and **Minai M. H.** *An Evaluation of Forecast Performance of GDP Growth in India*, Indian Economic Review.
- Working **Minai M. H.**, Jauhari H., and Singh S. *Exploring the boundary conditions of the relationship between LMX and Work Engagement.*, IIML WPS2014-15/11
- Working Jauhari H., **Minai M. H.**, and Singh S. *The role of Transformational Leadership in Psychologically Empowering frontline service employees.*, IIML WPS 2014-15/02
- In progress **Minai M. H.**, Jauhari H., Kumar M. and Singh S. *Unbundling the Dimensions of Transformational Leadership: Role in Predicting Psychological Empowerment.*
- In progress **Minai M. H.**, and Sahay Y. P. *Strength of Organizational Culture, Innovative Work Behaviors and Fit: A relational analysis.*

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## Conferences

- 2016 **Minai M. H.**, and Singh S., *Developing, formalizing and testing a dynamic dialectical model of individual innovation.*, Paper accepted at the 5th Asian Management Research and Case (AMRC) Conference, Dubai, UAE.
- 2016 **Minai M. H.**, and Singh S., *Leading for innovation: A balancing act.*, Paper accepted at the 5th Asian Management Research and Case (AMRC) Conference, Dubai, UAE.
- 2015 **Minai M. H.**, and Singh S., *A dynamic dialectical model of innovation.*, Working Paper presented at the 4th Indian Academy of Management Conference, Noida, India.
- 2015 **Minai M. H.**, Jauhari H., Kumar M., and Singh S., *Unbundling the Dimensions of Transformational Leadership: Dimensional Relationship with Psychological Empowerment.*, Paper presented at the 4th Indian Academy of Management Conference, Noida, India.
- 2015 **Minai M. H.**, Jauhari H., and Singh S., *LMX and Work Engagement: The moderating role of core self-evaluations and value congruence with the organization.*, Paper presented at the Annual Meeting of Southern Management Association 2015, Florida, USA.

- 2014 **Minai M. H.**, Jauhari H., and Singh S., *LMX and Work Engagement: A Study of Personal and Organizational Moderators.*, Paper presented at the XXIV Annual Convention of NAOP 2014, Bhopal, India.
- 2014 Gupta M., and **Minai M. H.** *An empirical analysis of forecast performance of GDP growth in India.*, Poster presented at the 2nd Pan-IIM World Management Conference, IIM Kozhikode, India.
- 2008 Kafeel M. A., Samad A., and **Minai M. H.** (2008, March, 29th – 30th) *Basics of FPGA design in context of the AES algorithm.* Paper presented at National Conference on Emerging Technologies (NCET-08), Lucknow, India.
- 2007 Kafeel M. A., and **Minai M. H.** (2007, September, 8th and 9th) *FPGA based AES Hardware implementation for secure management of systems.* Paper presented at All India Seminar on Communication Convergence (Institution of Engineers), Lucknow, India.

## Workshops and Consortia

- 2015 **Minai M. H.**, and Singh S., *The Use of Affective Displays by Transformational Leaders to Enhance Divergent and/or Convergent Thinking.*, Paper presented at the IMR Doctoral Students Conference (IMRDC), Bangalore, India.
- 2015 **Minai M. H.**, and Singh S., *A dynamic dialectical model of individual innovation.*, Paper presented at the Inaugural IIT Bombay Management Doctoral Consortium, Mumbai, India.
- 2015 **Minai M. H.**, *Conference and Workshop on Computational Modeling*, Organized by Ohio University, Ohio, USA.
- 2015 **Minai M. H.**, Jauhari H., and Singh S., *LMX and Work Engagement: The moderating role of core self-evaluations and value congruence with the organization.*, Paper presented at the Inaugural ISB Annual Organizational Behavior Doctoral Consortium, Hyderabad, India.

## Honors, Awards and Achievements

- 2015 Selected as one of four Organizational Behavior scholars across India to present at inaugural OB conference held at Indian School of Business (ISB), Hyderabad, India.
- 2014 Stood joint first in Srijan 2014, an HR business case competition held at Tata Institute of Social Sciences (TISS), Mumbai, India.

## Other Activities

- 2016 Reviewer for AOM Annual Meeting 2016.
- 2015 Coordinated and conducted reviews for IAM 4th Biennial Conference to be held at IIM Lucknow, Noida Campus.
- 2014 Reviewer for Pan-IIM World Management Conference held at IIM Indore, India.
- 2015 Reviewer for SMA Annual Meeting 2015.
- 2015 Assisted in the creation of course outline for first course in Organizational Behavior for MBA students.
- 2015 Coordinator for interview of short listed doctoral candidates, IIM Lucknow, India.
- 2015 Reviewer for AOM Annual Meeting 2015.
- 2014 Reviewer for Pan-IIM World Management Conference held at IIM Kozhikode, India.

- 2014 Organized 5-day workshop for doctoral students on *Social Network Analysis and Structural Equation Modelling*, IIM Lucknow, India.
- 2014 Organized 3-day workshop for doctoral students on *Meta-analysis*, IIM Lucknow, India.
- 2013 Took a half hour session on "Leadership and Mentoring" for second year MBA students at IIM Lucknow, India.
- 2009 Invited lecture on "*Hardware accelerators for Network Security*" at workshop on "Network Security and Applications", Institute of Engineers, Women's Polytechnic, Aligarh, India.
- 2007–2008 Technical training on *Verilog Hardware Description Language*, for fresh graduates, Freescale Semiconductors, Noida, India.

## Computer Skills

<b>Office</b>	Word, Excel, PowerPoint	<b>Statistics</b>	SPSS, AMOS, LISREL, R
<b>Writing</b>	LaTeX, JabRef(BibTex), Pandoc	<b>Languages</b>	R, C, Verilog, VHDL

## Work Experience

- 2005–2012 **Applications Engineering Manager**, *Freescale Semiconductors*, Noida, India.  
Started off as a *Senior IC Design Engineer* in 2005, was promoted to *Design Manager* in 2006. In 2009 I changed business group to **Applications** as *Applications Engineer* and was promoted to *Applications Engineering Manager* in 2010.
- 2004–2005 **Lead Engineer**, *Texas Instruments*, Bangalore, India.
- 2003–2004 **Senior Design Engineer**, *Interra Systems*, Noida, India.
- 2001–2003 **ASIC Design Engineer**, *Cogency Semiconductors*, Toronto, Canada.
- 2001–2001 **Emulation Engineer**, *Tundra Semiconductor*, Ottawa, Canada.
- 1998–2000 **Team Lead**, *STMicroelectronics*, Noida, India.  
Was *Design Engineer* for 9 months and for the rest of the duration I worked as a *Team Lead*.

## References

**Dr. Shailendra Singh**

Professor – HRM Area  
Indian Institute of Management, Lucknow  
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**Dr. Abhijit Bhattacharya**

Professor – Decision Sciences Area  
Indian Institute of Management, Lucknow  
abhijit@iiml.ac.in

**Dr. Arup Varma**

Professor – Quinlan Business School  
Loyola University Chicago  
avarma@luc.edu