

# Mohammad Haris Minai

Doctoral candidate at IIM Lucknow

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## Education

- 2012–present **Doctoral Program in Management (Ph.D.)**, *Indian Institute of Management Lucknow*.  
The Fellow Program in Management (FPM) is a doctoral level program offered by the Indian Institutes of Management. It has two years of course work, which culminates in a dissertation. This is followed by a research phase, which concludes with a doctoral thesis submission.
- CGPA for coursework: 8.4/10.0
  - Advisor:** Dr. Shailendra Singh
  - Expected completion: August 2017
  - Thesis title: **Individual Innovation: Paradox, dynamism, and leadership**
- 1998–2012 **Work Experience**, *Technical Lead and Applications Engineering Manager in the semiconductor industry*. Please see "Work Experience" section of vita for details.. Extensive industry experience, particularly in a leadership role and interfacing with top management..
- 1994–1998 **Bachelors in Electronics Engineering**, *Aligarh Muslim University*, Aligarh.  
A four year bachelors program in electronics engineering.
- 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
- Major in Physics, Mathematics, and Chemistry
  - 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

## Manuscripts

- 2017 **Minai M. H.** & Varma A. (2017) Cultural relevance of leadership theories: A critical analysis and propositions. *Dimensions*. 5(2), pp 2–12.
- 2016 **Minai M. H.**, Singh S., and Varma A. (2016) Approaches to Leading for Innovation In S. Munjal & S. Kundu (Eds.) *Human Capital and Innovation*. pp 39–72. Palgrave.
- Forthcoming Gupta M., & **Minai M. H.** (in press) An Empirical Analysis of Forecast Performance of GDP Growth in India. *Global Business Review*
- Under Review **Minai M. H.**, Jauhari H., Kumar M. and Singh S. *Unpacking Transformational Leadership: Dimensional Analysis with Psychological Empowerment*.

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## Research in Progress

**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 case study approach is planned to be used for initial validation of this model.

**Status:** Filed as working paper. Presented at Doctoral Consortium and a Conference. Analysis and write-up ongoing.

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

**Details:** The role of leadership in innovation is explored. A dynamic dialectical model of individual innovation, developed separately, is sought to be further validated during this research. We theorize about the mechanisms by which leaders have an effect on individual innovation and then formalize the model using computational means. The computational model would be validated by comparing the results of the model to prior literature.

**Status:** Conceptual write-up done. Published book chapter. Computational model is being validated. Research then needs to be written up and submitted to journal.

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## Working Papers

- 2016-17 **Minai M. H.**, Sahay Y. P., and Singh S. *Too fit to innovate: When flexibility does not lead to innovative work behaviors.*, IIML WPS2016-17/03
- 2016-17 **Minai M. H.**, Singh S., and Varma A. *An integrative model of individual innovation: Incorporating paradox and dynamism.*, IIML WPS2016-17/02
- 2016-17 **Minai M. H.**, Singh S., Varma A., and Bhattacharya A. *The use of affective displays by transformational leaders to enhance divergent and/or convergent thinking.*, IIML WPS2016-17/01
- 2014-15 **Minai M. H.**, Jauhari H., and Singh S. *Exploring the boundary conditions of the relationship between LMX and Work Engagement.*, IIML WPS2014-15/11
- 2014-15 Jauhari H., **Minai M. H.**, and Singh S. *The role of Transformational Leadership in Psychologically Empowering frontline service employees.*, IIML WPS 2014-15/02

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## 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 PhD Consortium 2015, SJMSOM, IIT Bombay, 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.

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## Conferences

- 2016 **Minai M. H.**, Singh S., and Varma A. *The use of affective displays by transformational leaders to enhance divergent and/or convergent thinking.*, Paper presented at the Annual Conference of European Academy of Management 2016, Paris, France.
- 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.
- 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.

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## Other Activities

- 2016 Invited Reviewer for SMA Annual Meeting 2016.
- 2016 Reviewer for AOM Annual Meeting 2016.
- 2015 Coordinated and conducted reviews for IAM 4th Biennial Conference held at IIM Lucknow.
- 2015 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.
- 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.

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## Computer Skills

**Office** Word, Excel, PowerPoint  
**Writing** L<sup>A</sup>T<sub>E</sub>X, JabRef(BibTex), Pandoc

**Statistics** SPSS, AMOS, LISREL, R  
**Languages** R, C, Verilog, VHDL

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## 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.
- 1998–2001 **Team Lead**, *STMicroelectronics*, Noida, India.  
Was *Design Engineer* for 9 months and for the rest of the duration I worked as a *Team Lead*.

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## References

[Dr. Shailendra Singh](#)

Director  
Professor – HRM Area  
Indian Institute of Management, Ranchi  
shail@iimranchi.ac.in

[Dr. Abhijit Bhattacharya](#)

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

[Dr. Arup Varma](#)

Professor – Quinlan Business School  
Loyola University Chicago  
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