

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 "anger" or "hope". 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: Data collection complete. Currently coding data. Analysis and write up pending

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*.

Conferences

- 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 (International) 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.

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 (IBS), Hyderabad, India.

Other Activities

- 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

Office Word, Excel, PowerPoint
Writing L^AT_EX, JabRef(BibTex), Pandoc

Statistics SPSS, AMOS, LISREL, R
Languages 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

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[Dr. Abhijit Bhattacharya](#)

Professor–Decision Sciences Area

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