

# Mohammad Haris Minai

## Assistant Professor (OB & HRM)

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### Education

- 2012–2018 **Doctoral Program in Management (Ph.D.)**, *Indian Institute of Management Lucknow*, AMBA Accredited.  
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 submission: May 2019
  - Thesis title: "Studies in Innovation: Paradox, dynamism, and leadership"
- 1998–2012 **Work Experience**, *Applications Engineering Manager*, Extensive industry experience, particularly in a leadership role and interfacing with top management.
- 1994–1998 **Bachelors in Electronics Engineering**, *Aligarh Muslim University*, Aligarh.
- 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.
- Major in Physics, Mathematics, and Chemistry
  - Aggregate percentage: 81%
- 1992 **GCE O' Levels**, *University of London*, School Examinations board.
- Grade A: Mathematics, Physics, Chemistry, and Biology
  - Grade B: Pure Mathematics, and English

### Manuscripts

- Forthcoming Singh S., Varma A., and Minai M. H. India Rising: How Human Resource Management Policies and Practices are Helping Shape the New India. *Personnel Review*.
- Forthcoming Minai M. H., Jauhari H., Kumar M. and Singh S. Unpacking Transformational Leadership: Dimensional Analysis with Psychological Empowerment. *Personnel Review*.
- Forthcoming Minai M. H., Singh S., and Varma A. (in press) Goal Setting In A. Varma & P. Budhwar (Eds.) *Performance Management: An Experiential Approach*. London: Sage.
- 2019 Gupta M., & Minai M. H. (in press) An Empirical Analysis of Forecast Performance of GDP Growth in India. *Global Business Review*. 20(2), pp 368–386
- 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.

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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. Basics of FPGA design in context of the AES algorithm. Paper presented at NCET-08, Lucknow, India.
- 2007 Kafeel M. A., and Minai M. H. 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

- 2019 Member of Board of Studies for School of Management, Bennett University.
- 2019 Chairperson – BBA Program, School of Management, Bennett University.
- 2019 Invited Reviewer for Management Decision, Human Resource Management Review, and Leadership and Organizational Development Journal.
- 2016 Invited Reviewer for SMA Annual Meeting 2016, and AOM Annual Meeting 2016.
- 2015 Coordinated and conducted reviews for IAM 4th Biennial Conference held at IIM Lucknow.
- 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	Statistics	SPSS, AMOS, LISREL, R
Writing	LaTeX, JabRef(BibTex), Pandoc	Languages	R, C, Verilog, VHDL

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## Work Experience

### Academic

2017–present **Assistant Professor & Chair – BBA Program**, *School of Management, Bennett University*, Greater Noida, India.

- Courses Taught: Principles of Management (BBA, BBA-LLB), Training and Development (MBA), Organizational Behavior & Design (MBA)
- Teaching Evaluations: 7.78 – 9.44 out of 10

### Non Academic

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 switched to a different business group 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.

1998–1998 **Service Engineer**, *Wipro GE Medical Systems*, Lucknow, India.

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## References

### Dr. Shailendra Singh

Director  
Professor – HRM Area  
Indian Institute of Management, Ranchi  
Suchana Bhawan  
5th Floor, Audrey House Campus  
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### Dr. Abhijit Bhattacharya

Dean (Faculty)  
Professor – Decision Sciences Area  
Indian Institute of Management, Lucknow  
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### Dr. Arup Varma

Professor – Quinlan Business School  
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