



## NILOTPAL (NEAL) JHA

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### EDUCATION:

- 2019 – **Ph.D. | Singapore Management University (SMU) Singapore**  
*Doctoral Candidate | Organisational Behaviour and Human Resources*
- 2014 **Bachelors | Nanyang Technological University (NTU) Singapore**  
*Major | Electrical & Electronic Engineering; Minor | Economics*

### RESEARCH FOCUS:

I study workplace relations and I strive to understand such relationships from various perspectives, including mindfulness, socio-economic status differences, communication misunderstandings, creativity, and culture. I am also keenly interested in meta science initiatives.

### PUBLICATIONS:

Masters-Waage, T. C., **Jha, N.**, & Reb, J. (2020). COVID-19, Coronavirus, Wuhan Virus, or China Virus? Understanding how to "Do No Harm" when naming an infectious disease. *Frontiers in Psychology*, 11, 561270.

<https://doi.org/10.3389/fpsyg.2020.561270>

Tierney, W., Hardy, J., Ebersole, C. R., Viganola, D., Clemente, E. G., Gordon, M., Hoogeveen, S., Haaf, J., Dreber, A., Johannesson, M., Pfeiffer, T., Huang, J. L., Vaughn, L. A., DeMarree, K., Igou, E. R., Chapman, H., Gantman, A., Vanaman, M., Wylie, J., ... Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*, 93, 104060. <https://doi.org/10.1016/j.jesp.2020.104060> (Member of Forecasting Collaboration).

Tierney, W., Hardy, J. H., Ebersole, C. R., Leavitt, K., Viganola, D., Clemente, E. G., Gordon, M., Dreber, A., Johannesson, M., Pfeiffer, T., & Uhlmann, E. L. (2020). Creative destruction in science. *Organizational Behavior and Human Decision Processes*, 161, 291–309. <https://doi.org/10.1016/j.obhdp.2020.07.002> (Member of Forecasting Collaboration).

### PAPERS UNDER REVIEW:

A review on language misunderstandings at workplace (with Fiset, J., & Bhawe, D. P.) Journal: *Journal of Management*; 2<sup>nd</sup> round R&R

Emotion Expression and Status Conferral (with Tierney, W., Cyrus-Lai, W., & Uhlmann, E.L.). Journal: *Organizational Behavior and Human Decision Processes*; Under review (Member of Forecasting Collaboration).

**SELECTED WORKING PAPERS (working titles; names not in order of authorship):**

Interpersonal outcomes of mindfulness in relationships (empirical project with Reb, J.). Data collection preparation; target journal: *Journal of Applied Psychology*

A conceptual framework of mindfulness in relationships (theoretical paper with Reb, J.). Manuscript preparation; target journal: *Academy of Management Review*

Employee socioeconomic background, proactivity, and inequality reproduction: A psychological resource perspective (with Zhao, N., Pitesa, M., Nai, J., & Tangirala, S.) Data collection; target journal: *Academy of Management Journal*

Employee socioeconomic background and performance in interdependent work: Implications for career success (with Zhao, N., Pitesa, M., Nai, J., & Tangirala, S.) Data collection; target journal: *Academy of Management Journal*

A meta-analysis of cross-cultural studies in management (with Cyrus-Lai, W., Schaerer, M., Uhlmann, E. L., Assen, M.A.L.M.V., & van Aert, R.C.M.). Manuscript preparation; target journal: *Organizational Behavior and Human Decision Processes*

**META SCIENCE:**

2019-	Member of Open Science Framework
2019	Course on Crowd Science and Replication Crisis with Dr. E. L. Uhlmann, INSEAD

**CONFERENCES:**

2020	<b>Jha, N.</b> , (2020). ‘Sorry I was lost in thoughts!’: Impact of mental preoccupation on choice avoidance. Presented at the Max-Plank Institute for Human Development Winter School on Bounded Rationality, Manipal, India.
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**AWARDS & GRANTS:**

2019 – 2023	Lee Kong Chian School of Business Full Doctoral Scholarship, Singapore Management University
2022	ASEAN Business Research Initiative (ABRI) Grant with Pitesa, M.: ‘Socio Economic background and work behaviours: A cross cultural

	understanding' (S\$13,870)
2022	SMU Three Minute Thesis (3MT) Winner : 'Collective strength of fringe ties'
2020	ASEAN Business Research Initiative (ABRI) Grant with Bhave, D. P.: 'Privacy Concerns in Telecommuting and its Impact on Employees' Well-Being, Performance and Intentional Disclosure' (S\$7,400)
2010 – 2014	Singapore Airlines – Neptune Orient Lines Undergraduate Full Scholarship

### TEACHING EXPERIENCE:

- 2023 – Teaching Assistant, Negotiating in Business
  - Course for undergraduate business major students
- 2021 – Teaching Assistant, Organizational Behaviour 101
  - Course for undergraduate business major students
- 2021 – Teaching Assistant, Analytics and Research for Management Insights
  - Course in Master of Human Capital Leadership
- 2022 Teaching Assistant, Organizational Behaviour
  - Course in PhD General Management
- 2021 Teaching Assistant, Negotiating in Business
  - Course in Blended Master's in Management

### PROFESSIONAL SERVICE:

- 2022 – Ad-hoc reviewer for Academy of Management Review
- 2023 Reviewer for Academy of Management Conference 2023 OB, MOC Divisions
- 2021 Reviewer for Academy of Management Conference 2021 OB, MOC Divisions

### INDUSTRY EXPERIENCE:

- 2017 – 2019 **Sales & Marketing | South32 Singapore**  
*Managed Sales & Purchase commodities contracts - US\$300+ mil. p.a.*
- 2014 – 2017 **Strategic Sourcing | Rio Tinto Singapore**  
*Managed sourcing of carbon products - US\$ 60+ mil. p.a.*