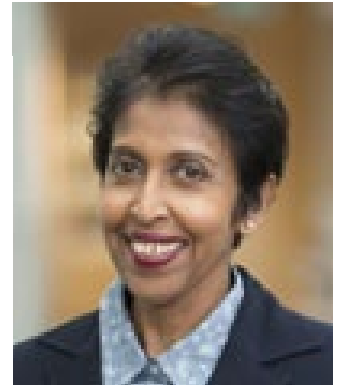


## **TAN Rani**

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## **Education**

PhD, University of Bielefeld, Germany, 1986  
Master of Arts, University of Bielefeld, Germany, 1982  
Bachelor of Arts (Hons), National University of Singapore, Singapore, 1979

## **Academic Appointments**

Principal Lecturer of Organisational Behaviour & Human Resources, Lee Kong Chian School of Business, SMU, Jul 2020 - Present  
Academic Lead, SMU-P&G Leadership Program, Singapore, Jan 2017  
Senior Lecturer of Organisational Behaviour & Human Resources, Lee Kong Chian School of Business, SMU, Jul 2014 - Jun 2020  
Senior Lecturer of Organizational Behaviour & Human Resources, Lee Kong Chian School of Business, SMU, Jul 2011 - Jun 2014  
Senior Lecturer, Organisational Behaviour & Human Resources, Singapore Management University, Singapore, Jan 2011 - Present  
Lecturer, Organisational Behaviour & Human Resources, Singapore Management University, Singapore, Jul 2008 - Dec 2020  
Lecturer of Organizational Behaviour & Human Resources, Lee Kong Chian School of Business, SMU, Jul 2008 - Jun 2011  
Lecturer, National University of Singapore, Singapore, Jan 2007 - Dec 2007  
Adjunct Faculty, Singapore Management University, Singapore, Jan 2005 - Dec 2008  
Part-Time Lecturer, Royal Melbourne Institute of Technology, Singapore, Jan 2000 - Dec 2005  
Human Resource Management Specialist, National University of Singapore, Singapore, Jan 1996 - Dec 2000  
Part-Time Lecturer/Consultant, Singapore Institute of Management, Singapore, Jan 1991 - Dec 1996  
Tutor, Sociology, National University of Singapore, Singapore, Jan 1991 - Dec 1993

## **Academic Administrative Positions**

Curriculum Committee, 2019 – Present

OBHR Major Academic Advisor, Organisational Behaviour & Human Resources, Singapore Management University, Singapore, Jul 2014 - January 2020

Course Coordinator, Leadership & Teambuilding (SMU-X since Term 1 2019-20), Lee Kong Chian School of Business, SMU, Jul 2013 - Present

## **Other Positions and Affiliations**

Personnel Manager, Personnel Department, Siemens Pte. Ltd., Singapore, Jan 1987 - Dec 1991

Consultant, German Institute for International -Development (GTZ), Germany, Jan 1981 - Dec 1982

## **Awards and Honors**

Dean's Teaching Honour List AY2019-20, Term 2, Singapore Management University, 2020

Dean's Teaching Honour List AY2017-18, Term 1, Singapore Management University, 2017

SMU-X Excellent Teacher Award Nominee, Singapore Management University, 2018

10 years' Service Award, Singapore Management University, 2018

LKCSB Dean's High Impact Award, Singapore Management University, 2017

Nominee for Innovative Teacher Award, Singapore Management University, 2016

Dean's Teaching Honor List AY2016-17, Term 1, Singapore Management University, 2016

Dean's Teaching Honor List AY2015-16, Term 1, Singapore Management University, 2016

Dean's Teaching Honor List AY2014-15, Term 1, Singapore Management University, 2015

Dean's Teaching Honor List AY2014-15, Term 2, Singapore Management University, 2015

Social Sciences and MBA Discipline Award & silver award, ICT Tools for Learning and Teaching category, 2015

Wharton-Quacquarelli Symonds Stars Reimagine Education Conference and Awards, Wharton-Quacquarelli Symonds Stars Reimagine Education Conference and Awards, 2015

Dean's Teaching Honor List AY2013-14, Term 1, Singapore Management University, 2014

Appreciation Award for 15 years of service, Ministry of Law, 2014

Dean's Teaching Honor List AY2012-13, Term 1, Singapore Management University, 2013

Appreciation Award for 5 years of service, Singapore Management University, 2013

Dean's Teaching Honor List AY2010-11, Term 1, Singapore Management University, 2011

Dean's Teaching Honor List AY2010-11, Term 2, Singapore Management University, 2011

Dean's Teaching Honor List AY2009-10, Term 1, Singapore Management University, 2010

Appreciation Award for 10 years of service, Ministry of Law, 2009

Dean's Teaching Honor List AY2006-07, Term 1, Singapore Management University, 2007

Dean's Teaching Honor List AY2005-06, Term 1, Singapore Management University, 2005

Deutsche Akademischer Austauschdienst (German Academic Exchange) Scholarship, German Government for post-graduate studies in West Germany, 1979

## RESEARCH

### Research Interests

Leadership

Chettiar Community in Singapore

Gamification in teaching undergraduate modules

### Publications

Tan, J. & Sockalingam, N. 2024. Enhancing Leadership And Teamwork Education Through Cyber-Physical Learning Approach, Cyber-Physical Learning Journal, SUTD

[https://www.sutd.edu.sg/cmsctx/pv/cindy\\_chong/culture/en-US/wq/8165cd75-c11e-4822-a78a-ce8fbf05298b/h/cbf241674299c7ca8153a524fa07211dea3d8c16b515298f340d0b8d93c40486/-/cms/getdoc/5f3cb519-f116-4d91-b707-7b5e0f8c6880/pv.aspx](https://www.sutd.edu.sg/cmsctx/pv/cindy_chong/culture/en-US/wq/8165cd75-c11e-4822-a78a-ce8fbf05298b/h/cbf241674299c7ca8153a524fa07211dea3d8c16b515298f340d0b8d93c40486/-/cms/getdoc/5f3cb519-f116-4d91-b707-7b5e0f8c6880/pv.aspx)

Presentation Slides: <https://youtu.be/ge1kXAfOOD4>

### Books and Chapters

Sockalingam, N., Tan, J., & Menkhoff, T. (Eds), (2025). *The edtech revolution: Pioneering the future of learning*. Singapore: World Scientific.

Tan, J., Menkhoff, T., Neo, W.L., Koh, B.G.T.C., & Teo, L.Y.Q. (2024). Can Gamification Help Undergraduate Students to Acquire Leadership and Team Building Skills? Findings from Two Game Projects. In Thomas Menkhoff, Siew Ning Kan & Kevin Chuen Kong Cheong (Eds.), *Visions for the future: Towards more vibrant, sustainable and smart cities* (pp. 93-121). Singapore: World Scientific.

Menkhoff, T., Teo, L.Y.Q., Lew, M.D.N., Tan, J. & Kan S.N. (2023). "Reflections on Teaching and Learning with Technology in a Pandemic-Induced eLearning Environment," in Low, L. & Lee, Y.H. (Eds). *Covid-19 New Normal*. World Scientific.

Integrating social innovation into a leadership and teambuilding course, by MENKHOFF Thomas; TAN, Jayarani; KAN, Siew Ning; TAI, Kenneth. (2018). In T. Menkhoff, S.N. Kang, H-D. Evers, & Y. W. Chay (Ed.), *Living in smart cities: Innovation and sustainability* Singapore: World Scientific. (Published)

Integrating social innovation into a leadership and team building course, by MENKHOFF, Thomas; TAN, Jayarani; KAN, Siew Ning; TAI, Kenneth. (2018). In MENKHOFF, Thomas; KAN, Siew Ning; EVERS, Hans-Dieter; CHAY, Yue Wah (Ed.), *Living in Smart Cities: Innovation and Sustainability* (pp. 303-325) Singapore: World Scientific. <https://doi.org/10.1142/10785> (Published)

Gamifications to engage students in higher education, by TAN, Jayarani; SOCKALINGAM, N.. (2016). In Kan Siew Ning & Benson Soong (Ed.), *Thinking, learning and training: Practical perspectives* Singapore: National Library Board. <https://worldcat.org/isbn/9789811116834> (Published)

In search of 'Asian' conceptions of leadership with a focus on mindfulness, by CHAY, Yue Wah; CHOW, Charles; EVERS, Hans-Dieter; LEE, Cher Leng; MENKHOFF, Thomas; REB, Jochen; TAN, Jayarani; ZAID, Elfarina. (2014). In MENKHOFF, Thomas; CHAY, Yue Wah; EVERS, Hans-Dieter; HOON, Chang Yau (Ed.), *Catalyst for change: Chinese business in Asia* (pp. 279-297) Singapore: World Scientific. [http://doi.org/10.1142/9789814452427\\_0012](http://doi.org/10.1142/9789814452427_0012) (Published)

Informal Banking and Early International Entrepreneurs: The Case of the Chettiers, by TAN, Jayarani; TAN, Wee Liang. (2014). *Catalyst for Change: Chinese Business in Asia* (pp. 397-417) Singapore: World

**Scientific. (Published)**

The Moral Economy of Trade : Ethnicity and Developing Markets, by EVERS, Hans-Dieter; Pavadarayan, Jayarani; Heiko, Schrader. (1994). *The Moral Economy of Trade : Ethnicity and Developing Markets* <http://worldcat.org/isbn/9780415092906> (Published)

Religious Fervour and Economic Success: Chettiar Moneylenders in Singapore, by Hans-Dieter, Evers; Tan, Jayarani. (1993). *Indian Communities in Southeast Asia* (pp. 848-846) Times Academic Press. (Published)

**Conference Papers**

Building future-ready learner competencies through academia-industry collaboration and technology-enhanced experiential learning (2023). EduTech Asia Conference, 8<sup>th</sup> November 2023. (Presented)

Learning through 'doing good well': Integrating social innovation into a leadership and team building course, by MENKHOFF, Thomas; TAN, Rani; KAN, Siew Ning. (2017). *8th International Conference on Applied Human Factors and Ergonomics 2017, July 17-21, Los Angeles, CA.* (Presented)

GameLead: A gamified application to engage learners, by TAN, Rani; SOCKALINGAM, Nachamma. (2015). *QS Stars Wharton Reimagine Education Conference and Awards Ceremony 2015, December 7-8, Philadelphia, PA.* (Presented)

Gamification to engage students in higher education, by TAN, Rani; SOCKALINGAM, Nachamma. (2015.). *Temasek Polytechnic International Conference on Learning and Teaching, 29 September-1 October 2015, Singapore.* (Presented)

Family Roots of microfinancing in South India: The Case of the Chettiars, by TAN, Wee Liang; TAN, Jayarani. (2011). *IFERA 2011: 11th Annual IFERA World Business Research Conference, Sicily, Italy, June 2011, Sicily, Italy.* (Published)

From Communal entrepreneurship to international networks: The case of the Chettiars in Asia, by TAN, Wee Liang; TAN, Jayarani. (2011). *ICSB 56th World Conference, Stockholm, 15-18 June 2011, Stockholm, Sweden.* (Published)

**Working Papers**

*Gamification to engage students in higher education*, by TAN, Rani; SOCKALINGAM, Nachamma. (2016). (Published)

*Informal Banking and Early International Entrepreneurs: The Case of the Chettiars*, by TAN, Jayarani; TAN, Wee Liang. (2012). (Published)

**TEACHING****Courses Taught****Singapore Management University**

Undergraduate Programmes :

Leadership and Team Building

Postgraduate Professional Programmes :

## Post-Graduate Professional Development Workshop:

Developing a Global Mindset 2021 - Present

## Non-SMU Programmes :

International Leadership, Undergraduate, SMU-P&G Leadership Program

Leadership & Team Building, Undergraduate, SMU-SUTD Dual Degree Programme

## Executive Development :

Developing a Global Mindset, SembCorp, 01 Jan 2016-31 Dec 2018

Human Resource Management: Performance Evaluation and Performance Management, SMU Leadership Academy (Centre for Professional Studies), Singapore Management University, 01 Jan 2015 – Dec 2018

Using Globe Smart for global business, Infineon, 01 Jan 2015

Performance Management, Barclays Master Class 1, 01 Jan 2014 - 31 Dec 2014

Human Resource Management Program, 01 Jan 2014-31 Dec 2014

Talent Management, Singapore Management University, 01 Jan 2013-31 Dec 2013

Talent Management, Singapore Management University, MSIG, 01 Jan 2011-31 Dec 2011

Leadership and Teambuilding, Royal Brunei Airlines, 01 Jan 1996-01 Jan 2000

## Teaching Publications

### Cases

Stranded: A spark of hope, by TAN, Rani; APPASAMY, Lakshmi. (2019). SMU-19-0021. (Published)

### Teaching Notes

Stranded: A spark of hope, by TAN, Rani; APPASAMY; Lakshmi. (2019). SMU-19-0021. (Published)

## OTHER ACADEMIC AND PROFESSIONAL ACTIVITIES

### Consultancy

China Institute for Research and Development, Jan 1999

The Royal Brunei Airline, Jan 1996

### Media Contributions and Citations

Interviewed on the Chettians in Singapore as part of a serial named, 'Footprints' of early emigrants in Singapore., Channel News Asia, 02 Jan 2014

## **UNIVERSITY SERVICE**

### **Singapore Management University**

Undergraduate Admissions Open House Booth Duty – every year  
 SMU Academy, Instructor, 2015 - 2020  
 Academic Advisor, Student Component, DSM Program, May 2020  
 Faculty Advisor, LKCSB Early Admissions Discovery Day, Jan 2020  
 Faculty Advisor, LKCSB Early Admissions Discovery Day, Jan 2019  
 Attendee Meeting, President's Farewell, Nov 2018  
 Academic Lead and Co-director and Teaching, Procter and Gamble Leadership Certificate Program, Jul 2017 - Nov 2017  
 Committee Member, Developed a Simulation Game App in collaboration with SUTD Game Lab through CTE called 'STRANDED: A SPARK OF HOPE', Jan 2016 - Dec 2017  
 Faculty Advisor, SMU OBHR Alumni Networking Night, Jan 2016 - Present  
 Faculty Advisor, SMU Parents' Day, Jan 2016 - 2020  
 Faculty Advisor, Know Thy Major Talk, Jan 2016 - 2020  
 Judge, Business Plan Competition organized by Bondue, Project Rookie, Jan 2016 - Dec 2016  
 Faculty Advisor, SMU LKCSB's Discovery Day, Jan 2016 - 2020  
 Faculty Advisor, SMU LKCSB's Affirmation Tea, Jan 2016 - 2020  
 Faculty Advisor, Green Harvesting Engagement for Admissions to LKCSB, Jan 2015 - 2020  
 Faculty Advisor, NS Men Early Matriculation Tea, Jan 2015 - 2020  
 Committee Member, Recruitment Committee for Term Track (OBHR), Jan 2013 - Dec 2013  
 Attendee Meeting, AACSB Meeting on AOL matters, Jan 2013  
 Committee Chair, LTB Textbook Redesigning, Jan 2013 - Dec 2013  
 Faculty Advisor, SMU's Open House, Jan 2009 - Present  
 Faculty Mentor, Faculty Mentor to Adjunct Instructors for LTB SMU-X Module, Jan 2008 - Present  
 Faculty Advisor, SMU LKCSB's Admissions Interview, Jan 2006 - Present

## **EXTERNAL SERVICE – PROFESSIONAL**

Attendee, Samsung's Global Leadership Academy Opening Ceremony, Samsung Singapore, 2013

## **EXTERNAL SERVICE – PUBLIC SECTOR AND COMMUNITY SERVICE**

Attendee, National Day Reception at Istana, 2018  
 Guest Speaker, Docent Training Seminar, Indian Heritage Centre, 2015  
 Guest Speaker, Docent Training Seminar, Indian Heritage Centre, 2014  
 Participant, Decision Making Focus Group Discussion, Ministry of Home Affairs and Ministry of Law, 2013

Representative, Our Singapore Conversation Dialogue Session, Ministry of Education, 2013

Mediator, Community Mediation Centre, Ministry of Law, 1999 - 2018